

Article 1- Recognition and Scope	Article Open
Article 2- Definitions	<p>Added or clarified the following terms:</p> <ul style="list-style-type: none"> ○ ‘Basic’ classification means non-bid classification as referenced in Article 11. ○ Changed ‘Classification Seniority’ to ‘Pay Seniority’ for clarification purposes no change in intent. ○ ‘Complex’ replaces ‘set’ and denotes a group of cities in close geographical proximity as referred to in Article 46(a). ○ ‘Days’ will mean calendar day(s) unless specified otherwise. ○ Changed bid position to ‘Higher Capacity’ (HC) and refers to the following positions: <ul style="list-style-type: none"> ‘Crew Chief,’ ‘Inspector’ and ‘Technical Crew Chief’ in all Title groups ○ ‘Maintenance Base’ refers to TULE, AFW and DWH
Article 3 - Hours of Work	<ul style="list-style-type: none"> ○ 7 seven day coverage at DWH (no 1/7 rule)
Article 4 – Compensation	Article Open

<p>Article 5 – Shift Differential & Test Hop</p>	<ul style="list-style-type: none"> ○ Shifts start time between 12 Noon to 5:00pm .51 cents, 5:00 pm to 5:59 am .58 cents, Rotate through both shifts .61 cents. ○ Aviation Accident Insurance coverage to \$200,000 for Test Flight/Observer
<p>Article 6 – Overtime</p>	<p>Article Open</p>
<p>Article 7 – Holidays</p>	<p>Article Open</p>
<p>Article 8 – Vacations</p>	<p>Article Open</p>
<p>Article 9 – Probation Period</p>	<ul style="list-style-type: none"> ○ No Change
<p>Article 10 – Seniority</p>	<ul style="list-style-type: none"> ○ Added notification provision to discuss with the local TWU President or his designee in advance of intent to make an MPR assignment. ○ Added language to clarify initial placement on seniority list for tie breakers.

Article 11 –
Classifications and
Qualifications

- Removed reference to Title II Building Cleaner, Crew Chief Building Cleaner (Agreed to move existing Building Cleaners to the Utility Man Classification, building cleaning work will be contracted out)
- Removed reference to Title II Cabin Cleaner, Crew Chief Cabin Cleaner (Cabin Cleaning function and job description moved to Utility Man Classification job description)
- Reinstated the AMT separate skill groups of Structures, Avionics and Systems for the bases.
- New language ‘Higher Capacity’ (HC) and refers to the following positions:
‘Crew Chief,’ ‘Inspector’ and ‘Technical Crew Chief’ in all Title groups
- Added clarification language on OSM Overhaul Support Mechanics scope of work
- New language for Cabin Cleaners moving to Utility Man pay scale by years of service
- New language for Building Cleaners moving to Utility Man pay scale by years of service
- Voluntary separation package for Building Cleaners and Cabin Cleaners
- New language for Utility Man work in BNA and RDU
- New letter for Tulsa for aircraft overhaul docks shop designations.

<p>Article 12 – Promotions and Jobs to be Posted</p>	<ul style="list-style-type: none">○ New language terminology identifying Crew Chiefs, Technical Crew Chiefs and Inspectors as Higher Capacity positions.○ New language having a provision to utilize Electronic Transfer/Bid System.○ New language for new Electronic Transfer/Bid process and time requirements.○ Removed 7 day labor loan language
<p>Article 13 – Seniority Lists</p>	<ul style="list-style-type: none">○ Master Seniority lists on Jetnet will be updated daily.○ Add language that the Local Union will assist with the investigation of a protest.○ Clarify seniority protest filing procedures and Protest Panel meeting times.○ Clarify panel decisions will be forwarded to the TWU local and posted on the ATD website.○ New language that any adjustment to Occupational Seniority resulting from a transfer bypass, pay seniority will be adjusted simultaneously.

Article 14 – Loss of Seniority	<ul style="list-style-type: none">○ New language to accrue seniority “indefinitely”.
Article 15 – Reductions in Force	<ul style="list-style-type: none">○ Add clarification language throughout the article to all the reduction in force process to flow smoothly.○ System options are now outlined for each Title Group, Basic Classification (non-bid) and higher capacity (bid) positions for protected or unprotected members.○ New phrasing has been adopted to reflect changes made throughout the agreement, Pay Seniority, Higher Capacity, Basic Classification etc.○ Incorporate language to reflect current practice of “re-sizing the juniority list.”○ Update types of work. Clear direction and timelines are provided for employees and company administrators involved in a reduction in force.○ Reinstate License Pay protection for displaced AMT’s into an OSM position.

Article 16 Reemployment

- New provision to allow unlimited occupational seniority accrual and unlimited recall.
- New language for employee requirements for updating contact information.
- New language to include instructions for employee and a required report date in writing.
- New language to “accept or refuse using the online tool” within 7 calendar days.
- New language for employees who have accepted recall involving background checks.
- New language for employees who are recalled but does not notify the company or return to work within 30 days. In this case, the employee will be considered to have refused recall and will lose all right to any recall and his seniority will be forfeited in that Title group.
- New language for employees that require extension time limits due to extenuating circumstances.
- New language to provide a union and company “Validation Committee” and completion date along with the new unlimited accrual of seniority and unlimited recall right to be prospective from DOS.
- New language to clarify the correlation between Article 10-Article 16

<p>Article 17 – Leaves of Absence</p>	<ul style="list-style-type: none"> ○ New Government Leave for those in elected office. ○ Clarified leave of absence processes.
<p>Article 18 – Military Leave of Absence</p>	<ul style="list-style-type: none"> ○ New Language terminology ‘Pay Seniority’
<p>Article 19 – Termination of Employment</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 20 – Bulletin Boards</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 21 – Rotation of Shifts</p>	<ul style="list-style-type: none"> ○ Replaced terminology ‘tour of duty’ with ‘shift’ (no changes to intent)
<p>Article 22 – Regular and Relief Assignments</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 23 – Attendance at Hearings, Investigations or Training Classes</p>	<ul style="list-style-type: none"> ○ Attendance of training classes on day off, member will receive overtime rates
<p>Article 24 – Absence from Duty</p>	<ul style="list-style-type: none"> ○ No Changes

<p>Article 25 – Recall and Call In Work</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 26 – Field Trips</p>	<ul style="list-style-type: none"> ○ New language when returning from a Field Trip during your regular shift
<p>Article 27 – General</p>	<ul style="list-style-type: none"> ○ New language for laundering uniforms of employees whose uniforms have been chemically-soaked. ○ New language commitment to a culture of safety in the workplace. ○ New language for notification process and corrective action in a reasonable time frame on safety complaints. ○ New language for processing safety issues for when safety action taken is not satisfactory. ○ New language for the frequency of safety meetings. ○ New language for TWU Safety representatives to receive reports. ○ New language for adjusting days off for Jury Duty. ○ New language for damaged tool boxes. ○ Increase coverage for total loss or damage to a tool from \$3,800 to \$4,400. ○ Increase coverage for total loss or damage to a tote box/kit bag from \$600 to \$700. ○ New language that requires the employee to report the loss of tools to

Article 27- General Cont.	<p>his supervisor in writing and provide a copy of the police/security report.</p> <ul style="list-style-type: none">○ New language that the company will not reimburse the cost of lost or stolen badges
Article 28 - No Discrimination & Recognition of Rights & Compliance	<ul style="list-style-type: none">○ New language for letters of discipline properly assessed in the event of an <u>illegal</u> sit-down, walkout, stoppage, strike, slowdown or curtailment of work will not be subject to the two-year timeframe to remain in record. (Incorporated Letter of Memorandum #5 language)
Article 29 – Representation	<ul style="list-style-type: none">○ No Changes

<p>Article 30 - Grievance Procedure for Dismissal/Corrective Action</p>	<ul style="list-style-type: none"> ○ Changed Title to Article 30 – Grievance Procedure for Dismissal/Corrective Action. ○ Changed Article to be specific for cases involving dismissal or corrective action of a member. ○ The intent of these changes was to combine dismissal and corrective action into one article. ○ Incorporated Letter of Agreement language on time limits and clarified time limits.
<p>Article 31 - Grievance Procedure for Contractual Disputes</p>	<ul style="list-style-type: none"> ○ Changed Title to Article 31 – Grievance Procedure for Contractual Disputes. ○ Changed Article to be specific for cases involving contractual violations/interpretations. ○ Clarification of time limits from Chief Operating Officer decision
<p>Article 32 - Boards of Adjustment</p>	<ul style="list-style-type: none"> ○ Clarified postponement procedures. ○ New language for clarifying late documents and witness list timeframe. ○ New language the parties will explore grievance tracking system.

<p>Article 33 - No Strike - No Lock Out</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 34 – Sick Leave/Unused Sick Leave</p>	<p>Article Open</p>
<p>Article 35 – Temporary Employees</p>	<ul style="list-style-type: none"> ○ Changed ‘Classification Seniority’ to ‘Pay Seniority’ for clarification purposes no change in intent.
<p>Article 36 – Meal Periods</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 37 – Severance Allowance</p>	<ul style="list-style-type: none"> ○ No Changes
<p>Article 38 - Union Security</p>	<ul style="list-style-type: none"> ○ Corrected mailing addresses

<p>Article 39 - Fitness for Duty</p>	<ul style="list-style-type: none"> ○ Re-wrote article to comply with today’s practice. ○ New language about fitness for duty. ○ New language about temporary restrictions. ○ New language about permanent restrictions. ○ New language for medical review board. ○ New language about pay protection language, or the usage of sick time if being held out for medical determination. ○ New language about the appeals process and the accommodation review board.
<p>Article 40 – Retirement Benefits</p>	<p>Article Open</p>
<p>Article 41 – Group Insurance Contributions</p>	<p>Article Open</p>
<p>Article 42 – Job Security</p>	<p>Article Open</p>
<p>Article 43 – Part Time Employees</p>	<ul style="list-style-type: none"> ○ No Changes to intent – terminology changes to language

Article 44 – Moving Expenses	○ No Changes
Article 45 – Effect on Prior Agreements	○ No Changes
Article 46 – One Station Rules	○ New language clarifies one-station complex bumping procedures. ○ Members retain recall rights to the station they were displaced prior to transfers being awarded within the one-station complex.
Article 47 – Duration of Agreement	Article Open

	LETTERS OF MEMORANDUM
LOM 1 - Enhanced Profit Sharing	Replace the current AIP plan with an uncapped annual profit sharing plan that rewards employees at the first dollar of pre-tax earnings e.g. Continental Airlines Profit Sharing Plan
LOM 2 - Overtime Assignments	○ No Change
LOM 3 - Employees Assigned to DFW	○ No Change
LOM 4 - Cope Deductions	○ No Change
LOM 5 - Cabin Cleaning Work	○ No Change
LOM 6 - Reinstated Classification PMM	○ No Change
LOM 7 - AFW, DWH and TULE Base Closure	LOM Open
LOM 8 - Disposition of Letters of Agreement	○ No Change

