

# TWU - AA Fleet Service Clerk / Ground Service Clerk

## Tentative Agreement, 11-3-2011 Summary

### Article 1 - RECOGNITION AND SCOPE

- ATTACHMENT 1.5 – SEAT MILES SCHEDULED BY COMMUTER AIR CARRIERS
  - **Seat miles go from 6% to 12%**

### Article 2 - DEFINITIONS

- Classification Seniority is now called Pay Seniority

### Article 3 - HOURS OF WORK

- ATTACHMENT 3.1 - ROTATION OF SHIFTS AND/OR DAYS OFF
  - **Elimination of Rotation of Shifts**

### Article 4 - COMPENSATION

- **Acting Crew Chief pay (D1) goes from \$1.50 to \$1.75**
- Structural Raises:  
3% DOS | 2% @+ 12mos after DOS | 2% @+ 24mos after DOS | 2% @+ 36mos after DOS  
6% Signing bonus based on 2080 hours if full time, 1040 hours if part time

### Article 5 - SHIFT DIFFERENTIAL

- No Change

### Article 6 - OVERTIME

- Vacation time counts as time worked

### Article 7 - HOLIDAYS

- **From 5 Days to 10 Days**
- **Pay for working a Holiday goes from 1.5 x to 2x**
- Swap from Presidents Day, to Martin Luther King Day

### Article 8 - VACATIONS

- **Seniority of 5 years or less get an added week Vacation (2 weeks Vacation first 5 years)**

### Article 9 - PROBATIONARY PERIOD

- No Change

### Article 10 - SENIORITY

- No Change

### Article 11 - CLASSIFICATIONS AND QUALIFICATIONS

- **Outsourcing of day line cabin cleaning**
- **Outsourcing of Fueling**
- **Outsourcing of Bus Drivers**
  - **1276 Jobs lost**

### Article 12 - PROMOTIONS AND TRANSFERS

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- 72 hours to accept/decline CC award
- **If you do not complete transfer it will be considered a voluntary resignation**
- **Read Attachment 12.4 for details on Transfer Changes**

### Article 13 - SYSTEM SENIORITY LIST

- Language change, clean up text. no effect..

### Article 14 - LOSS OF SENIORITY

- **Incorporated 14(b) letter**

### Article 15 - REDUCTION IN FORCE

- **24 hours to accept or decline award, in no response in 24 hour it will be considered accepted**

### Article 16 – RECALL

- **Accrue occupation seniority, and retain recall rights indefinitely while laid off**
- **Recalls, accept or refuse within 7 days**
- **Start Recall process within 48 hours**

### Article 17 - LEAVES OF ABSENCE

- Government Leave of Absence
- Accrual of Pay Seniority - Duration of leave

### Article 18 - MILITARY LEAVE

- No Change

### Article 19 - TERMINATION OF EMPLOYMENT

- No Change

### Article 20 - BULLETIN BOARDS

- No Change

### Article 21- WORK SCHEDULES

- Company / TWU can agree to less than 3 bids a year
- Explore online bidding process

### Article 22 - INTENTIONALLY LEFT BLANK

- No Change

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### Article 23 - ATTENDANCE AT HEARINGS, INVESTIGATIONS OR TRAINING CLASSES

- No Change

### Article 24 - ABSENCE FROM DUTY

- No Change

### Article 25 - RECALL AND CALL-IN WORK

- Para B - Early Call in Example

### Article 26 - FIELD WORK

- No Change

### Article 27 - GENERAL

- No Change

### Article 28 - NO DISCRIMINATION, AND RECOGNITION OF RIGHTS AND COMPLIANCE

- No Change

### Article 29 - REPRESENTATION

- No Change

### Article 30 - GRIEVANCE PROCEDURE FOR DISMISSAL CORRECTIVE ACTION

- Re- Write of entire article

### Article 31 - GRIEVANCE PROCEDURE FOR CONTRACTUAL DISPUTES

- See attachment 31.1 time line

### Article 32 - BOARDS OF ADJUSTMENT

- See attachment 32.1 : exchange of documents

### Article 33 - NO STRIKE – NO LOCKOUT

- No Change

### Article 34 - SICK LEAVE

- **Increase from 5 days to 8 days Paid Sick time per year**

### Article 35 - TEMPORARY EMPLOYEES

- Classification Seniority changed to Pay Seniority

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### Article 36 - MEAL PERIODS

- No Change

### Article 37 - SEVERANCE ALLOWANCE

- Additional 2 weeks severance pay is a one time pay out.

### Article 38 - UNION SECURITY

- No Change

### Article 39 - FITNESS FOR DUTY

- Total re-write

### Article 40 - PENSION

- No Change to current employees pension
- **All new hires go to matching 401K**
- One time option to hard freeze pension and go to matching 401k for current employees

### Article 41 - GROUP INSURANCE CONTRIBUTIONS

- **Active employees – Options are the Value Plan or Value plus Plan**
  - Core Plan / Free Plan for new hires only?
  - Any active Plan is Unlimited?
  - Cost of plans, See Chart
- **Retirement after DOS + 90 days, will be the Value Plan**
- Retirement up to 90 days after DOS, Current Pre-Funding plan

### Article 42 - JOB SECURITY

- System Protection from Sept 4, 1998 to June 26, 2000
  - (only if modification to ASM in all contract groups)

### Article 43 - PART TIME EMPLOYEES

- Utilize Bid wall for part time panel

### Article 44 - MOVING EXPENSES/OPTIONAL SEVERANCE FOR PROTECTED EMPLOYEES

- New Para B. - Station Closing involving CC position

### Article 45 - EFFECT ON PRIOR AGREEMENTS

- No Change

### Article 46 - ONE-STATION COMPLEX AGREEMENTS

- Total Re-Write

# **TWU - AA Fleet Service Clerk / Ground Service Clerk**

## **Tentative Agreement, 11-3-2011 Summary**

### Article 47 - DURATION OF AGREEMENT

- DOS + 48 months or a 7.5 year agreement

### LOA:

- Elimination of the automated bid transfer letter
- Elimination of the Summary of the 2003 changes