

July 10, 2012  
Tentative Agreements Brief Summary  
Stores & Mechanic and Related

Mechanic and Related	STORES
Effective DOS 3%	Effective DOS 3.5%
Effective DOS +12 mos, 3%	Effective DOS +12 mos, 2%
Effective DOS +24 mos, 3%	Effective DOS +24 mos, 2%
Effective DOS + 36 mos, 3% ( <b><i>1 Wage Adjustment</i></b> )	Effective DOS + 36 mos, 1.5% ( <b><i>1 Wage Adjustment</i></b> )
Effective DOS + 48 mos, 1.5% ( <b><i>Early Opener</i></b> )	Effective DOS + 48 mos, 1.5% ( <b><i>Early Opener</i></b> )
Effective DOS + 60 mos, 1.5%	Effective DOS + 60 mos, 0%

**Note:** <sup>1</sup> **Wage Adjustment** will be an average of the top wage between Delta, United and US Air. (No cap) We will have our wages adjusted to that average.

**Early Opener (M&R and Stores)**

- Early Opener any time after 48 months from date of signing with 60 day notice from either party.

**AMT/O**

- AMT who chooses to RIF to an OSM position will keep their AMT base pay rate less license/skill premium. (*Current language*)

**Tulsa Headcount**

- Same as “Last Best Offer”..

**Sick Time**

- M&R - First day of each occurrence will be at half pay, full pay thereafter.

**Vacation**

- M&R - 5 weeks max
- Stores - 6 weeks max

**Holidays**

- No change

**Early out package (M&R and Stores)**

- Same as “Last Best Offer”.

**Shift Rotations (M&R)**

- 12 week duration for Base

**Overtime (M&R)**

- Anything over 8 hours in a day is overtime
- All overtime is 1.5 x rate.
- Stores no longer has 40 hour requirement for overtime

**Title II**

- Mechanic who chooses to RIF to MSP (Maintenance Support Person) becomes a PMSP and is subject to MSP pay scale + \$2.75 + applicable licence/skill premium (up to \$2.50).