

# BASE AIRCRAFT MAINTENANCE

## Recognition & Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ A/O will own a minimum of 50% of all billable Overhaul Hours in the contract, plus Scope protections for hundreds of additional members to continue performing component shop and engine work.
- ◆ Protection for the future with a floor of 2,600 A/O members, if the fleet size shrinks and the billable hours drop severely; while maintaining component shop and engine work
- ◆ Using the current fleet size of 945 aircraft, the 2,600 A/O headcount floor equates to 2.75 per aircraft, equaling the 2.75 M&R employees, per aircraft, required by the Southwest AMFA Contract. The 2,600 A/O number does not include the contractually added jobs in components and engines or any members in Facilities, GSE, and Line Maintenance - providing thousands more jobs.

## Sick and IOD Time

- ◆ Sick time bank increases to 1,600 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Field Trips

- ◆ All field trip paid at 1¾ times hourly pay, including 8-hour rest period(s) paid at straight time
- ◆ Time paid at field trip rate of pay starts 2 hours prior to trip if home, or 1 hour prior to trip if on regular shift.
- ◆ Per diem paid for all hours on the field

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1 ½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day
- ◆ Option for Base Closure where limited production is needed

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation

Bidding Vacation Weeks in 2020 & 2021, For Use in Years 2021 & 2022

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
24	200 hours
29	240 hours

Bidding Vacation Weeks in 2022, For Use in Year 2023 & All Years Thereafter

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
17	200 hours
24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA.

## Industry Leading Compensation

- ◆ Base wage increases between 5.5% & 17.7% upon ratification, +2% in out years 2,3,4
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Increased license premium to \$5.25 per hour
- ◆ New \$1.00 per hour fuel tank entry and taxi premium
- ◆ DWH premium of \$1.00 per hour
- ◆ A 5th year AA AMT will make \$2.50 more per hour, than a 5th year Southwest AMFA AMT
- ◆ An AA AMT reaches top of scale 6 years ahead of a Southwest AMFA AMT
- ◆ Increased Crew Chief premium from \$1.75 per hour to \$2.20 per hour for 3 years then \$2.40 per hour thereafter
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second/third day off
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool

## Other Enhancements

- ◆ Force Majure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits