

MAINTENANCE TRAINING SPECIALIST

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)
- ◆ Technical instruction is considered to be work involved with the delivery of training covering the repair, maintenance and operation of aircraft systems and components. Including towing, brake riding, taxi and run-up, fueling, on-call maintenance, APU, GPU, air-start and non-technical maintenance training.
- ◆ Further, including but not limited to, receipt and dispatch, door operation, safety, administrative, computer operation, aircraft servicing, de-icing and developmental training is not exclusive to employees covered by this Agreement.

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

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

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

- ◆ Increased base wage of 13.3%, +2% in out years 2,3,4.
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Increased per diem.
- ◆ An AA Maintenance Training Specialist reaches top of scale 6 years ahead of a Southwest AMFA Technical Instructor
- ◆ All travel while on assignment paid at the applicable rate.
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second day off.
- ◆ Reimbursement for Passport & Photos, Visas, TSA Precheck, & Inoculations.
- ◆ 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 Majeure 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