

# MATERIAL LOGISTICS SPECIALISTS

## Recognition & Scope

- ◆ Class and craft as recognized by the National Mediation Board (NMB) Case No. R-7424
- ◆ MLS's will be staffed at ALL Line Maintenance locations that AMT's are staffed
- ◆ MLS's will be staffed at ANY Maintenance Base
- ◆ MLS's WILL be staffed at any distribution or warehouse on-site or off-site facility where parts are stored, received, inventoried, shipped or otherwise handled
- ◆ 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)

## Classifications

- ◆ Material Logistics Group and AOG/MCU & Material Planners group will be in the same book
- ◆ Contractual opportunities for MLS's to enter these Planner groups
- ◆ Technical Crew Chief / Crew Chief / MLS
- ◆ Senior Planner / Senior AOG-MCU Planner / Material Planner / AOG-MCU Planner

## Qualifications

- ◆ Clear qualification language in the CBA for each upon ratification
- ◆ Technical Crew Chief / Crew Chief / Material Logistics Specialist / Driver, DOT (medical certification required) and CDL driver
- ◆ Senior Material Planner / Senior AOG Planner / Material Planner / AOG Planner

## Holidays

- ◆ Increased from 5 to 10 days
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ 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 & After

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 \$1.62 an hour, plus 5% on any premiums, for a TOS MLS
- ◆ 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

- ◆ MLS base wage increase of 7.4%, +2% in out years 2,3,4
- ◆ \$6,000 Signing Bonus
- ◆ Shift differential from \$ .1, \$ .2, \$ .3 cents to \$ .51, \$ .58, \$ .61 cents
- ◆ Increased skill premium from .45 to .50 cents.
- ◆ New Line premium of \$1.00 per hour
- ◆ New DWH premium of \$1.00 per hour
- ◆ Increased Crew Chief premium from \$1.75 per hour to \$2.20 per hour for 3 years, \$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 Wins

- ◆ 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