

The Association.



THE TWU-IAM ASSOCIATION

Agreement in Principle Highlights: MCT/MOC

As stated in the announcement bulletin to members, the complete text of the JCBA will be available before ratification voting commences. An information meeting and ratification schedule is being developed and is forthcoming.

Wage Increases	MCT/MOC: DOS +13.4%. +2% +12,24,36,48 months after DOS
Profit Sharing	Top of industry profit sharing formula: 10% of first \$2.5 billion of pre-tax income, 20% of pre-tax-income above \$2.5 billion.
Premiums	Shift Differential: \$.51 2 nd shift, \$.58 3 rd shift and \$.61 cents per hour relief.
Signing Bonus	\$6,000.
Scope	MCT/MOC Job Protection: Employees have system and station job protection. Scope: Improvements in scope of work.
Medical: All Association Members	Standard: The Standard plan's current design and employee contribution will remain the same as described in the JCBA; Core: The Core plan will be available with the cost share outlined in the JCBA. The plan design can be modified at the company's discretion; High Cost Coverage (formerly "Value"): No change. May be available at the company's discretion and is NOT part of the JCBA; HMO: HMO plans may be available at the company's discretion and is NOT part of the JCBA. Me-too: Standard and Core plans me-too with other AA groups on plan design and cost share improvements.
Medical: IAM-represented Association members	PPO 80: will retain the PPO 80 Plan with the same plan design and premium share; PPO 90: will retain the PPO 90 Plan with the same plan design and premium share through 2025; PPO 100: will retain the PPO 100 Plan with the same plan design and premium share through 2020
Retirement: IAM represented Association Members	IAM National Pension Plan (IAMNPP): Increased IAMNPP contributions to the equivalent of 5% of total pay; and 401(k) Match: 100% match up to 4% of total pay;
Retirement: TWU represented	401(k) Employer Contribution and Match: Automatic 5% contribution of total pay and 100% match up to another 4% of total pay.

Association members	
Retiree Benefits: All Association Members	HRA for Retiree Benefits: If retirement eligible, employee may elect to receive 50% of hourly pay rate for each unused hour in sick leave bank deposited into HRA for use in paying for retiree benefits in lieu of \$10.80/hr cash pay-out.
Vacation	<p><u>The following vacation schedule will take effect on DOS:</u> Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 24 years, 5 weeks; 29 years, 6 weeks.</p> <p><u>The following vacation schedule will take effect on DOS + 3:</u> Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 17 years, 5 weeks; 24 years, 6 weeks.</p> <p>Any Association member who is entitled to an increase in vacation during 2020 will receive a lump sum payment for such vacation.</p>
Holidays	10 holidays; If holiday worked, hours paid at double-time and a half; If holiday on day off, hours paid at straight time.
Overtime	<p><u>Mandatory Overtime Assignment:</u> Employee is not required to work overtime against his/her wishes;</p> <p><u>Overtime Bypass:</u> Employee will be paid if bypassed for overtime at the applicable rate;</p> <p><u>Overtime:</u> “Easy hour” now part of JCBA;</p> <p><u>Double Time:</u> Enhanced double time language;</p> <p><u>Minimum Overtime Call In:</u> Minimum 8 hours call in on day off.</p>
Sick Leave	<p><u>Sick Leave Payment:</u> Full pay for each sick day;</p> <p><u>OJI/IOD Payment:</u> First 20 days of OJI/IOD paid in full by the company;</p> <p><u>OJI/IOD Supplement:</u> Employee may supplement OJI/IOD with sick pay when receiving worker’s compensation payments;</p> <p><u>MCT/MOC Sick Bank Accrual:</u> 10 days per year, max 2000 hours;</p> <p><u>Sick Leave Bank Payment:</u> Upon separation, employee may receive \$10.80 for each hour of unused sick leave.</p>
Miscellaneous	<p><u>Per Diem:</u> Increased per diem;</p> <p><u>SIDA Badge:</u> Enhanced language regarding SIDA badge acquisition;</p> <p><u>Transportation:</u> Rental car upon request when traveling</p>
Hours of Service	Adverse weather conditions language; OT pay for working through lunch. Meal period rescheduled; Airport facility closure language
Training	<u>Travel for Training:</u> Enhanced travel time language.

For more information, please visit TWU-IAM.org