

The Association.



THE TWU-IAM ASSOCIATION



MECHANIC AND RELATED JCBA HIGHLIGHTS

Dear TWU-IAM Association member,

The following info guide will present to you a comprehensive list of highlights of the tentative Joint Collective Bargaining Agreement (JCBA). A full text of the tentative JCBA will be sent to Association members and posted on TWU-IAM.org before members go to the polls to vote.

TWU-IAM Association negotiators and union representatives will also be conducting information sessions at voting locations around the country the day of the vote to answer members' questions regarding the tentative JCBA before members cast their ballots. The joint TWU-IAM negotiating committees unanimously recommend a YES VOTE on this tentative agreement.

We'd like to thank you for your support and solidarity throughout this long process. It wasn't easy, and the only reason why we were able to secure the best contracts in the airline industry is because we stuck together and demanded just and fair treatment.

Please take the necessary time to read through this guide and ask questions.

Please visit TWU-IAM.org for all voting details.

Again, thank you very much for your patience, support and solidarity.

Sincerely and fraternally,

The TWU-IAM Negotiating Committees



TWU-IAM.ORG

WAGE RATES

AIRCRAFT MAINTENANCE TECHNICIAN

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 2%	DOS +36 2%	DOS +48 2%
0-1	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06
1-2	\$31.16	\$31.78	\$32.42	\$33.07	\$33.73
2-3	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89
3-4	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27
4-5	\$37.81	\$38.57	\$39.34	\$40.13	\$40.93
5-6	\$47.95	\$48.91	\$49.89	\$50.89	\$51.91
6-7	\$48.05	\$49.01	\$49.99	\$50.99	\$52.01
7-8	\$48.15	\$49.11	\$50.09	\$51.09	\$52.11
8 PLUS	\$49.20	\$50.18	\$51.18	\$52.20	\$53.24

INSPECTOR

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$28.69	\$29.26	\$29.85	\$30.45	\$31.06
1-2	\$31.17	\$31.79	\$32.43	\$33.08	\$33.74
2-3	\$33.18	\$33.84	\$34.52	\$35.21	\$35.92
3-4	\$35.40	\$36.11	\$36.83	\$37.57	\$38.32
4-5	\$37.91	\$38.67	\$39.44	\$40.23	\$41.04
5-6	\$48.61	\$49.58	\$50.57	\$51.58	\$52.61
6-7	\$48.71	\$49.68	\$50.67	\$51.68	\$52.71
7-8	\$48.81	\$49.79	\$50.79	\$51.81	\$52.85
8 PLUS	\$49.86	\$50.86	\$51.88	\$52.92	\$53.98

FACILITY/GSE

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$26.76	\$27.30	\$27.85	\$28.41	\$28.98
1-2	\$29.23	\$29.81	\$30.41	\$31.02	\$31.64
2-3	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80
3-4	\$33.42	\$34.09	\$34.77	\$35.47	\$36.18
4-5	\$35.88	\$36.60	\$37.33	\$38.08	\$38.84
5-6	\$46.02	\$46.94	\$47.88	\$48.84	\$49.82
6-7	\$46.12	\$47.04	\$47.98	\$48.94	\$49.92
7-8	\$46.22	\$47.14	\$48.08	\$49.04	\$50.02
8 PLUS	\$47.27	\$48.22	\$49.18	\$50.16	\$51.16

UTILITY/CLEANERS

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32
1-2	\$17.93	\$18.29	\$18.66	\$19.03	\$19.41
2-3	\$19.26	\$19.65	\$20.04	\$20.44	\$20.85
3-4	\$20.75	\$21.17	\$21.59	\$22.02	\$22.46
4-5	\$22.30	\$22.75	\$23.21	\$23.67	\$24.14
5-6	\$24.37	\$24.86	\$25.36	\$25.87	\$26.39
6-7	\$26.08	\$26.60	\$27.13	\$27.67	\$28.22
7-8	\$26.21	\$26.73	\$27.26	\$27.81	\$28.37
8-9	\$27.02	\$27.56	\$28.11	\$28.67	\$29.24
9 PLUS	\$27.62	\$28.17	\$28.73	\$29.30	\$29.89

PLANNERS

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$19.76	\$20.16	\$20.56	\$20.97	\$21.39
1-2	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91
2-3	\$26.87	\$27.41	\$27.96	\$28.52	\$29.09
3-4	\$29.86	\$30.46	\$31.07	\$31.69	\$32.32
4-5	\$32.95	\$33.61	\$34.28	\$34.97	\$35.67
5-6	\$35.79	\$36.51	\$37.24	\$37.98	\$38.74
6-7	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36
7 PLUS	\$39.92	\$40.72	\$41.53	\$42.36	\$43.21

QA AUDITORS

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$31.33	\$31.96	\$32.60	\$33.25	\$33.92
1-2	\$33.85	\$34.53	\$35.22	\$35.92	\$36.64
2-3	\$35.94	\$36.66	\$37.39	\$38.14	\$38.90
3-4	\$38.14	\$38.90	\$39.68	\$40.47	\$41.28
4-5	\$40.61	\$41.42	\$42.25	\$43.10	\$43.96
5-6	\$50.34	\$51.35	\$52.38	\$53.43	\$54.50
6-7	\$50.98	\$52.00	\$53.04	\$54.10	\$55.18
7-8	\$51.65	\$52.68	\$53.73	\$54.80	\$55.90
8 PLUS	\$53.03	\$54.09	\$55.17	\$56.27	\$57.40

TECH DOCS

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26
1-2	\$32.37	\$33.02	\$33.68	\$34.35	\$35.04
2-3	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28
3-4	\$36.72	\$37.45	\$38.20	\$38.96	\$39.74
4-5	\$39.26	\$40.05	\$40.85	\$41.67	\$42.50
5-6	\$49.75	\$50.75	\$51.77	\$52.81	\$53.87
6-7	\$49.87	\$50.87	\$51.89	\$52.93	\$53.99
7-8	\$49.99	\$50.99	\$52.01	\$53.05	\$54.11
8 PLUS	\$51.11	\$52.13	\$53.17	\$54.23	\$55.31

OSM

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27
1-2	\$20.87	\$21.29	\$21.72	\$22.15	\$22.59
2-3	\$22.38	\$22.83	\$23.29	\$23.76	\$24.24
3-4	\$23.83	\$24.31	\$24.80	\$25.30	\$25.81
4-5	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95
5-6	\$33.92	\$34.60	\$35.29	\$36.00	\$36.72
6 PLUS	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08

MSP

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$19.65	\$20.04	\$20.44	\$20.85	\$21.27
1-2	\$20.87	\$21.29	\$21.72	\$22.15	\$22.59
2-3	\$22.38	\$22.83	\$23.29	\$23.76	\$24.24
3-4	\$23.83	\$24.31	\$24.80	\$25.30	\$25.81
4-5	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95
5-6	\$33.92	\$34.60	\$35.29	\$36.00	\$36.72
6 PLUS	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08

HOURLY PREMIUMS/SIGNING BONUS

SIGNING BONUS: \$6,000

AMTs:

- Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
- Airframe (A), Powerplant (P), FCC: One License - \$2.63, Two Licenses - \$5.25
- Bench Avionics: \$3.45
- AMT Base Bid Area w/ No License: \$1.00
- Line Pay: \$1.00 for those in line bid area, including DWH
- Fuel Tank Entry: \$1.00 when assigned
- Welders/Machinists/Platers/Composite: \$3.45
- Taxi & Run-up Premium: \$1.00 for all hours when in dedicated team or bid area, or as assigned
- DQC: DOS - \$2.20, DOS +36 - \$2.40

INSPECTORS:

- Inspector Premium: DOS - \$2.20, DOS +36 - \$2.40
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
- License: \$5.25
- Line Pay: \$1.00 for those in line bid area, including DWH
- Fuel Tank Entry: \$1.00 when assigned
- Taxi & Run-up Premium: \$1.00 when assigned

HOURLY PREMIUMS

FACILITY/GSE:

- Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61
- GSE/Facilities Skill: \$2.81
- Line Pay: \$1.00 for those in line bid area, including DWH

UTILITY/CLEANERS:

- Lead/Crew Chief/Tech Crew Chief: DOS - \$2.20, DOS +36 - \$2.40
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

PLANNERS:

- Senior: DOS - \$2.20, DOS +36 - \$2.40
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

QA AUDITORS:

- Senior: DOS - \$2.20, DOS +36 - \$2.40 Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

TECH DOCS:

- Senior: DOS - \$2.20, DOS +36 - \$2.40
- License: One License - \$2.63, Two Licenses - \$5.25
- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

OSMs/MSPs:

- Shift Differential: 2nd - \$.51, 3rd - \$.58, Relief - \$.61

PROFIT SHARING LANGUAGE

A. *For each profit sharing year, the Company will calculate profit sharing award payments as follows:*

1. An amount equal to 10 percent (10%) of the dollar amount of American Airlines Group Inc.'s ("AAG") Pre-Tax Earnings up to \$2.5B for that year, and, an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year will be attributed to a profit sharing pool ("Total Profit Sharing Pool").

2. A percentage of the Total Profit Sharing Pool will be allocated to the eligible TWU/IAM Association represented employees by dividing the total eligible earnings of the TWU/IAM Association represented employees by the total eligible earnings of all participants in AAG's profit sharing program(s) ("TWU/IAM Profit Sharing Pool").

3. The TWU/IAM Profit Sharing Pool will be divided by the amount of all the TWU/IAM Association represented employees' eligible earnings, and the resulting quotient shall be the "payout percentage."

4. The amount of the profit sharing award payment for each TWU/IAM represented employee who is eligible for a profit sharing award for a profit sharing year shall be the product of the payout percentage multiplied by such eligible employee's eligible earnings from the Company for the applicable profit sharing year.

SCOPE/JOB SECURITY

- **Job Protection:** All Association-represented mechanic and related employees cannot be involuntarily reduced from their current location.
- **Minimum Base Maintenance Locations:** CLT, DWH, TUL and PIT.
- PIT will remain, at a minimum, a heavy maintenance base for duration of CBA unless headcount falls below 50 base maintenance employees;
- **Base Maintenance:** will perform at least 50% of aircraft overhaul as measured by billable hours;
- **Component Work:** Minimum headcount of 20% of aircraft maintenance; overhaul headcount (40% of the minimum component headcount will be AMTs);
- **Base Maintenance Aircraft Overhaul:** Minimum headcount of 2,600;
- **Association Members Will Perform Engine Maintenance:** Will be staffed appropriately for the following engine types and APUs: JT8D-200; CF6-80C2; CFM56-7B and CFM56-5B. APUs: 131-9B, 36-280/DHF and 331-500;
- **Line Maintenance:** Minimum of 26 line stations, staffed on all 3 shifts;

SCOPE/JOB SECURITY

- **Line Maintenance Scheduling:** All scheduled domestic line aircraft maintenance must be performed by Association-represented mechanic and related employees;
- **International Line Maintenance:** Scheduled international line maintenance outsourcing capped at 11% of straight time Association-represented line AMT man hours on DOS. Capped at 12% DOS +36;
- **Facilities Maintenance—Base Hangars:** Facilities maintenance will be performed at the following minimum base hangars: CLT, DWH, PIT and TUL;
- **Facilities Maintenance—Line Hangars:** Facilities maintenance will be performed at the following minimum line hangars: CLT, DFW, JFK, LAX, MIA, ORD, PHL, PHX;
- **Facilities Maintenance—Non-Passenger Area/Rampside:** Facilities maintenance will be performed at the following minimum locations for non-passenger area/rampside: BOS, DFW, JFK, LAX, MIA, ORD;
- **GSE Maintenance:** GSE maintenance will be performed at the following minimum locations: BOS, CLT, DFW, DWH, JFK, LAX, LGA, MIA, ORD, PHL, PHX, PIT, SFO and TULE.

MEDICAL INSURANCE

MEDICAL INSURANCE: ALL ASSOCIATION MEMBERS (INCLUDING NEW HIRES POST DOS)

- **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.

CURRENT IAM REPRESENTED ASSOCIATION MEMBERS WILL HAVE THE FOLLOWING MEDICAL INSURANCE OPTIONS:

- **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 BENEFITS

IAM 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.

TWU ASSOCIATION MEMBERS:

- **401(k) Employer Contribution and Match**:
- Automatic 5% contribution of total pay; and
- 100% match up to another 4% of total pay.

IAMNPF HOURLY CONTRIBUTIONS: IAM ASSOCIATION MEMBERS ONLY

IAMNPF Contribution Rates	Current	DOS	DOS +12	DOS +24	DOS +36	DOS +48
MECHANIC AND RELATED	\$2.20	\$2.95	\$3.00	\$3.05	\$3.15	\$3.20
UTILITY	\$1.15	\$1.65	\$1.70	\$1.70	\$1.75	\$1.80

MONTHLY FUTURE SERVICE BENEFIT

IAMNPF Monthly Multiplier	Current	DOS	DOS +12	DOS +24	DOS +36	DOS +48
MECHANIC AND RELATED	\$92.95	\$118.81	\$120.44	\$122.06	\$125.32	\$126.95
Utility	\$51.91	\$72.09	\$74.10	\$74.10	\$76.10	\$77.98

HRA FOR RETIREE BENEFITS (ALL ASSOCIATION MEMBERS):

- Eligible employees 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 any retiree benefits in lieu of \$10.80/hr cash payout. for use in paying for retiree benefits in lieu of \$10.80/hr cash payout.

OTHER HIGHLIGHTS

HOLIDAYS:

- 10 holidays.
- If holiday worked, hours paid at double-time and a half.
- If holiday on day off, hours paid at straight time.
- Ability to comp holidays, up to a max of 17.5 days.

VACATION:

- The following vacation accrual schedule will take effect on DOS: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 24 years, 5 weeks; 29 years, 6 weeks.
- The following vacation schedule will take effect on DOS + 3: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 17 years, 5 weeks; 24 years, 6 weeks.
- Any Association member who was entitled to an increase in vacation during 2020, due to the new accrual, will receive a lump sum payment for such vacation.

OVERTIME:

- Mandatory Overtime Assignment: Employee is not required to work overtime against his/her wishes.
- Overtime Bypass: Employee will be paid if bypassed for overtime at the applicable rate;
- Overtime: "Easy hour" now part of JCBA;
- Double Time: Enhanced double time language;
- Minimum Overtime Call In: Minimum 8 hours call in on day off.

HOURS OF SERVICE:

- Enhanced language for shifts of more than 8 hours;
- Adverse weather conditions language;
- Overtime for working through lunch, with meal period rescheduled;
- Shift swaps allowed during daylight savings change;
- Ability to bid work location/s, within a bid area, by seniority at your location.

OTHER HIGHLIGHTS CONT'

SICK LEAVE:

- Full pay for each sick day;
- First 20 days of OJI/IOD paid in full by the company;
- Employee may supplement OJI/IOD with sick pay when receiving worker's compensation payments;
- Sick Bank Accrual: 10 days per year to a max of 1600 hours;
- Upon separation, employee may receive \$10.80 for each hour of unused sick leave.

TRAINING:

- Seniority considerations for training;
- Enhanced per diem—pre and post travel;
- Enhanced SIDA badge language.

FIELD TRIPS:

- 1.75 X hourly rate for all hours worked on a field trip;
- 8 hour rest period paid at straight time;
- Increased per diem;
- Car rental may be provided, based on circumstances;
- Expense to obtain passport for international field trips will be reimbursed;
- No requirement to work alone in remote areas;
- Separate overtime list for field trips.

SWAPS:

- Contractual swapping rights;
- Warnings instead of immediate suspensions;
- 32 swaps per quarter;
- Shift trades do NOT count as part of 32;
- Enhanced Flexibility: Half-day swaps permitted;
- DAT/COMP swaps permitted;
- Premium/Basic swaps permitted.

The Association.



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VISIT [TWU-IAM.ORG](https://www.twu-iam.org) FOR MORE INFO