

The Association.



THE TWU-IAM ASSOCIATION



STORES/MLS 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

STORES/MLS

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 2%	DOS +36 2%	DOS +48 2%
0-1	\$16.39	\$16.72	\$17.05	\$17.39	\$17.74
1-2	\$17.19	\$17.53	\$17.88	\$18.24	\$18.60
2-3	\$18.60	\$18.97	\$19.35	\$19.74	\$20.13
3-4	\$20.54	\$20.95	\$21.37	\$21.80	\$22.24
4-5	\$22.32	\$22.77	\$23.23	\$23.69	\$24.16
5-6	\$24.86	\$25.36	\$25.87	\$26.39	\$26.92
6-7	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18
7-8	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88
8-9	\$30.16	\$30.76	\$31.38	\$32.01	\$32.65
9 PLUS	\$32.39	\$33.04	\$33.70	\$34.37	\$35.06

HOURLY PREMIUMS AND SIGNING BONUS

- **Crew Chief Premium:** DOS - \$2.20, DOS +36 - \$2.40
- **MLS Skill Pay:** \$.50
- **Line Pay:** \$1.00/hr for those working in line maintenance bid area
- **Shift Differential:** \$.51 2nd shift, \$.58 3rd shift and \$.61 cents per hour relief
- **SIGNING BONUS:** \$6,000

PROFIT SHARING

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

B. Except as otherwise provided for in this Article, the Company agrees that the work described in Classification, Article 7 and the following described work, wherever performed, is recognized as coming within the jurisdiction of the TWU/IAM Stores Association and is covered by this Agreement including but not limited to: maintaining the airline parts and tooling inventory wherever parts and materials are stocked and handled.

The Company will staff Material Logistic Specialists at all Line Maintenance locations where Aviation Maintenance Technician employees are staffed as described in the Mechanic and Related Scope Article 6.

The Company will also staff Material Logistic Specialists at any distribution or warehouse on-site or off-site facility where Company aircraft parts and materials are stored, received, inventoried, shipped or otherwise handled.

Material Logistic Specialists shall be staffed at any Maintenance Base.

Material Logistic Specialists shall be staffed at the CLT and PHL Ground Equipment maintenance locations.

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
STORES/MLS	\$1.60	\$1.90	\$1.95	\$2.00	\$2.00	\$2.05

MONTHLY FUTURE SERVICE BENEFIT

IAMNPF Monthly Multiplier	Current	DOS	DOS +12	DOS +24	DOS +36	DOS +48
STORES/MLS	\$70.09	\$81.73	\$76.10	\$83.59	\$85.46	\$87.33

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.

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 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:

- Employee is not required to work overtime against his/her wishes.
- Employee will be paid if bypassed for overtime at the applicable rate;
- "Easy hour" now part of JCBA;
- Enhanced double time language;
- 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;
- Airport facility closure language.

OTHER HIGHLIGHTS CONT'

SICK LEAVE:

- Sick Leave Payment: Full pay for each sick day;
- OJI/IOD Payment: First 20 days of OJI/IOD paid in full by the company;
- OJI/IOD Supplement: 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;
- Sick Leave Bank Payment: 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:

- Pay: 1.75 X hourly rate for all hours worked on a field trip;
- 8 hour rest period paid at straight time;
- Per Diem: Increased per diem;
- Car Rental: Car rental provided upon request;
- Passport Reimbursement: Expense to obtain passport for field trips will be reimbursed;
- Working Conditions: No requirement to work alone in remote areas;
- Overtime Assignments: Separate overtime list for field trips.

SHIFT SWAPS:

- Rights: Contractual swapping rights;
- Discipline for Violations: Warnings instead of immediate suspensions;
- Swap Limit: 32 swaps per quarter;
- Enhanced Flexibility: Half-day swaps permitted;
- Enhanced Flexibility: DAT/COMP swaps permitted;
- Enhanced Flexibility: Premium/Basic swaps permitted.

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