

The Association.



THE TWU-IAM ASSOCIATION



FLEET SERVICE AGENT 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

FLEET SERVICE AGENT

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 2%	DOS +36 2%	DOS +48 2%
0-1	\$15.23	\$15.53	\$15.84	\$16.16	\$16.48
1-2	\$15.79	\$16.11	\$16.43	\$16.76	\$17.10
2-3	\$16.63	\$16.96	\$17.30	\$17.65	\$18.00
3-4	\$17.73	\$18.08	\$18.44	\$18.81	\$19.19
4-5	\$19.05	\$19.43	\$19.82	\$20.22	\$20.62
5-6	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25
6-7	\$22.15	\$22.59	\$23.04	\$23.50	\$23.97
7-8	\$23.66	\$24.13	\$24.61	\$25.10	\$25.60
8-9	\$25.04	\$25.54	\$26.05	\$26.57	\$27.10
9-10	\$26.80	\$27.34	\$27.89	\$28.45	\$29.02
10-11	\$30.06	\$30.66	\$31.27	\$31.90	\$32.54
11 PLUS	\$32.29	\$32.94	\$33.60	\$34.27	\$34.96

CLP AGENT

YEARS OF SERVICE	DOS	DOS +12 +2%	DOS +24 +2%	DOS +36 +2%	DOS +48 +2%
0-1	\$17.92	\$18.28	\$18.65	\$19.02	\$19.40
1-2	\$18.80	\$19.18	\$19.56	\$19.95	\$20.35
2-3	\$20.56	\$20.97	\$21.39	\$21.82	\$22.26
3-4	\$21.76	\$22.20	\$22.64	\$23.09	\$23.55
4-5	\$23.02	\$23.48	\$23.95	\$24.43	\$24.92
5-6	\$24.39	\$24.88	\$25.38	\$25.89	\$26.41
6-7	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13
7-8	\$27.58	\$28.13	\$28.69	\$29.26	\$29.85
8-9	\$29.59	\$30.18	\$30.78	\$31.40	\$32.03
9-10	\$31.60	\$32.23	\$32.87	\$33.53	\$34.20
10 PLUS	\$39.36	\$40.15	\$40.95	\$41.77	\$42.61

HOURLY PREMIUMS AND SIGNING BONUS

- **Chief Crew Premium:** DOS - \$2.20/hr, DOS +36 - \$2.40/hr
- **Shift Differentials:** 2nd - \$.51, 3rd - \$.58, Relief - \$.61
- **Hub Control Center Premium:** \$3.20/hr
- **SIGNING BONUS:** \$3,000

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

- All Association-represented Fleet Service employees cannot be involuntarily reduced from their current location or status;
- Increased permanently staffed stations from 40 to 45 (**NEW STATIONS:** BNA, DTW, IAH, MSY, SNA);
- Secured and insourced express bag transfers from mainline in the following locations: PHL, CLT, PHX, DCA, LGA AND LAX;
- Secured cargo work, excluding front office, at the following locations: DFW, JFK, LAX, MIA, ORD, PHX and LAS;
- Secured catering in CLT and PHL until the end of the agreement;
- Secured de-icing in the following locations: BOS, DCA, JFK, LGA and ORD;
- Secured lavatory and water servicing of aircraft in 35 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
FULL TIME FLEET	\$1.30	\$1.70	\$1.75	\$1.75	\$1.80	\$1.85
PART TIME FLEET	\$0.85	\$1.25	\$1.30	\$1.30	\$1.35	\$1.35

MONTHLY FUTURE SERVICE BENEFIT

IAMNPF Monthly Multiplier	Current	DOS	DOS +12	DOS +24	DOS +36	DOS +48
FULL TIME FLEET	\$58.06	\$74.10	\$76.10	\$76.10	\$77.98	\$79.84
PART TIME FLEET	\$41.69	\$56.06	\$58.06	\$58.06	\$60.07	\$60.07

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 \$9.20/hr cash payout.

OTHER HIGHLIGHTS

HOLIDAYS:

- 10 holidays.
- Double-time and a half if worked.
- If off, 8 hrs paid at straight time.
- Ability to comp holiday up to max of 140 hrs.

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:

- Minimum one hr of OT;
- Enhanced double-time language;
- Paid OT bypass at the applicable rate.

SICK LEAVE:

- Accrue 10 sick days per year;
- OJI first 20 days paid in full by company. After 20 days, employee may use accumulated sick bank to supplement worker's compensation;
- Sick leave bank maximum increased to 1600 hours;
- Upon separation from the company, a one-time cash payout in the amount of \$9.20 for each unused hour in sick leave bank.

OTHER HIGHLIGHTS CONT'

HOURS OF SERVICE:

- Adverse weather conditions language;
- Overtime for working through lunch, with meal period rescheduled;
- Airport facility closure language.

TRAINING:

- Enhanced meal per diems for training;
- Enhanced travel time language;
- Web base training language;
- SIDA BADGE: Enhanced language regarding SIDA badge acquisition.

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VISIT TWU-IAM.ORG FOR MORE INFO