

LOA 11: Station Operations Representative Transition in Denver and Los Angeles

April 14, 2023

Mike Klemm
President & Directing General Chairperson
Air Transport Lodge District 141
International Association of Machinists &
Aerospace Workers, AFL-CIO
1771 Commerce Drive, Suite 103
Elk Grove Village, IL 60007

Dear Mr. Klemm:

This confirms our understanding and agreement regarding the transition of the Ramp Tower Station Operations Representative (SOR) positions in Denver and Los Angeles to the management and administrative work group.

The Union has agreed to move the protection expiration date of SOR work in Letter of Agreement 9 in the current 2016 – 2021 Passenger Service Agreement from July 1, 2024 to May 7, 2023. In exchange, on a timeline determined by the Company but no later than November 1, 2023 each Ramp Tower SOR in Denver and Los Angeles will move to the Customer Service Representative position in their respective location in their current SOR full-time or part-time work status. Within 30 days after the effective date of moving to the CSR position, employees will receive a lump sum payment of \$6,000. If the employee exits the position prior to the transition completion date, the employee will not receive the lump sum payment of \$6,000. Employees will be allowed to system-bid as a CSR to other locations or competitively transfer to other opportunities within the Company and defer reporting until the transition is complete.

Each Ramp Tower SOR in Denver and Los Angeles will have the opportunity to interview for the management position if interested.

No Customer Service Representative will be displaced as a result of the SOR moving to the Customer Service Representative position.

Please indicate your concurrence by signing one copy of this letter in the place indicated below.

Sincerely,

/s/

Julianne Cooney, Director,
Labor Relations

Agreed, this 14th day of April, 2023:

/s/

Mike Klemm
President & Directing General
Chairperson
Air Transport Lodge District 141
International Association of
Machinists & Aerospace
Workers, AFL-CIO