



**TWU - AA FLIGHT CREW  
TRAINING AND SIMULATOR  
PILOT INSTRUCTOR**

**TENTATIVE AGREEMENT**

# ARTICLE 1 RECOGNITION & SCOPE

## LUS

- PILOT GROUND TRAINING
- DEVELOPMENT (GROUND)
- HUMAN FACTORS

## LAA

- PILOT GROUND AND SIMULATOR TRAINING
- NO DEVELOPMENT
- NO HUMAN FACTORS

# **ARTICLE 1 RECOGNITION & SCOPE**

## **JCBA**

- **PILOT GROUND AND SIMULATOR TRAINING**
- **SHARED DEVELOPMENT (GROUND)**

# ARTICLE 2 DEFINITIONS

## LUS (3)

- **FLIGHT CREW TRAINING INSTRUCTOR**
- **SENIOR FLIGHT CREW TRAINING INSTRUCTOR**
- **DEVELOPMENT LEAD**
- **RSV, HRSV, RSVR**

## LAA

- **GROUND SCHOOL INSTRUCTOR**
- **PILOT SIMULATOR INSTRUCTOR**
- **STANDARDIZATION COORDINATOR**
- **NO DEVELOPMENT LEAD**
- **'W' DAYS**

# ARTICLE 2 DEFINITIONS

## JCBA

- **FLIGHT CREW TRAINING INSTRUCTOR**
- **SIMULATOR PILOT INSTRUCTOR**
  
- **STANDARDIZATION COORDINATORS**
  
- **DEVELOPMENT LEADS**
  
- **BW (BID RSV)**
- **HW (HARD RSV)**
- **CW (CANCELED RSV)**

# ARTICLE 3 HOURS OF SERVICE

## LUS (4)

- **BUFFET STYLE**
- **UP TO AN 8 HR DAY**
- **32 - 4 HR EVENTS - 16 DAYS**
- **BID UP TO 12 HOURS A DAY**
- **LINKING ONLY FOR CONTINUITY WITH STUDENT**
- **NO MONTH TO MONTH CARRYOVER**
- **BID RSV**
- **HRSV - FIXED TIME/DAY**

## LAA

- **LINES OF TIME**
- **UP TO AN 8 HR DAY**
- **20 DAYS**
- **100% CONTINUITY WITH STUDENT**
- **NO MONTH TO MONTH CARRYOVER**
- **ASSIGNED W DAYS**



# ARTICLE 3 HOURS OF SERVICE

## LUS (4)

- **RSVR - NEW ASSIGNMENT (DAY & TIME) WITH 7 DAYS NOTICE**
- **NO FLEX**
- **DL INSIDE SCHEDULE**
- **BID NOT MORE THAN 6 CONSECUTIVE DAYS**
- **TRAVEL DAY - PAY/NO CREDIT**
- **SHORT MONTH OPTION**

## LAA

- **CW - NEW ASSIGNMENT ON FIXED DAY +/- 2HRS**
- **FLEX 1 ADDITIONAL DAY MONTHLY @ 1.0**
- **DL INSIDE SCHEDULE**
- **ASSIGN NOT MORE THAN 7**
- **TRAVEL DAY - PAY & CREDIT**
- **NO SHORT MONTH OPTION**

# ARTICLE 3 HOURS OF SERVICE

## JCBA

- **BUFFET STYLE**
- **UP TO AN 8 HR DAY**
- **17 - 20 DAYS**
- **SWAP DESIGNATED DAYS MONTHLY**
- **DESIGNATE DAYS ANNUALLY**
- **LINKING ONLY FOR CONTINUITY WITH STUDENT**
- **MONTH TO MONTH CARRYOVER PERMITTED**
- **ALL 'W' MOVEABLE WITH MUTUAL AGREEMENT**
  - **BW - 2 HR/ON CALL/MOVEABLE IN BACKFILL**
  - **HW - 2 HR/ON CALL/NOT MOVEABLE**
  - **CW - 2 HR/ON CALL/ +/- 2HR FROM ORIGINAL BID START TIME**





# ARTICLE 3 HOURS OF SERVICE

## JCBA

- DL OUTSIDE SCHEDULE BUT 3 ADDITIONAL DAYS OF PAY (JAN,MAY,SEP)
- FLEX 1 DAY ABOVE DESIGNATED / QUARTERLY
- BID UP TO DESIGNATED DAYS CONSECUTIVELY
  - BACKFILL LIMIT 6/ 12
- TRAVEL DAY - PAY & CREDIT
- SHORT MONTH OPTION

# ARTICLE 4 COMPENSATION

## LUS (6)

### FCTI

- 1<sup>ST</sup> \$321.43
- 2<sup>ND</sup> \$337.45
- 3<sup>RD</sup> \$355.28
- 4<sup>TH</sup> \$364.03
- 5<sup>TH</sup> \$372.78
- 6<sup>TH</sup> \$383.07
- 7<sup>TH</sup> \$393.30
- 8<sup>TH</sup> \$403.47
- 9<sup>TH</sup> \$413.78
- 10<sup>TH</sup> \$429.39
- 11<sup>TH</sup> \$429.39

## JCBA

### FCTI

- 1<sup>ST</sup> \$242.27
- 2<sup>ND</sup> \$264.42
- 3<sup>RD</sup> \$317.73
- 4<sup>TH</sup> \$338.62
- 5<sup>TH</sup> \$359.52
- 6<sup>TH</sup> \$380.42
- 7<sup>TH</sup> \$401.57
- 8<sup>TH</sup> \$422.53
- 9<sup>TH</sup> \$443.35
- 10<sup>TH</sup> \$464.51
- 11<sup>TH</sup> \$490.15

## LAA

### GSI

- 1<sup>ST</sup> \$213.15
- 2<sup>ND</sup> \$222.20
- 3<sup>RD</sup> \$238.00
- 4<sup>TH</sup> \$253.65
- 5<sup>TH</sup> \$269.30
- 6<sup>TH</sup> \$284.95
- 7<sup>TH</sup> \$300.80
- 8<sup>TH</sup> \$316.50
- 9<sup>TH</sup> \$332.10
- 10<sup>TH</sup> \$347.95
- 11<sup>TH</sup> \$376.00

# ARTICLE 4 COMPENSATION

LUS (6)

JCBA

LAA

SIMP=FCTI + 10%

- 1<sup>ST</sup> \$266.50
- 2<sup>ND</sup> \$290.86
- 3<sup>RD</sup> \$349.50
- 4<sup>TH</sup> \$372.48
- 5<sup>TH</sup> \$395.47
- 6<sup>TH</sup> \$418.45
- 7<sup>TH</sup> \$441.73
- 8<sup>TH</sup> \$464.78
- 9<sup>TH</sup> \$487.69
- 10<sup>TH</sup> \$510.96
- 11<sup>TH</sup> \$539.17

SIMP

- 1<sup>ST</sup> \$239.90
- 2<sup>ND</sup> \$250.15
- 3<sup>RD</sup> \$267.75
- 4<sup>TH</sup> \$285.35
- 5<sup>TH</sup> \$302.95
- 6<sup>TH</sup> \$320.80
- 7<sup>TH</sup> \$338.35
- 8<sup>TH</sup> \$356.00
- 9<sup>TH</sup> \$373.65
- 10<sup>TH</sup> \$391.45
- 11<sup>TH</sup> \$423.00

# ARTICLE 4 COMPENSATION

## LUS (6)

- \$100 OR 200/MONTH SECTION PREMIUM
- \$571 / MONTH SENIOR

## LAA

- \$210 GSI OCCUPATIONAL
- \$295 SIMP OCCUPATIONAL
- \$150 STAND COORDINATOR
- LONGEVITY PAY

# ARTICLE 4 COMPENSATION

## JCBA

- **\$15 OCCUPATIONAL PREMIUM/DAY**
  - 17=\$255
  - 18=\$270
  - 19=\$285
  - 20=\$300
- **\$300/MONTH STAND COORDINATORS**

# ARTICLE 4 COMPENSATION

## JCBA

Instructor Daily Rates					
	DOS	DOS + 12	DOS + 24	DOS + 36	DOS + 48
1	\$242.27	\$247.12	\$252.06	\$257.10	\$262.24
2	\$264.42	\$269.71	\$275.10	\$280.60	\$286.21
3	\$317.73	\$324.08	\$330.57	\$337.18	\$343.92
4	\$338.62	\$345.40	\$352.30	\$359.35	\$366.54
5	\$359.52	\$366.71	\$374.04	\$381.52	\$389.15
6	\$380.41	\$388.02	\$395.78	\$403.69	\$411.77
7	\$401.57	\$409.60	\$417.79	\$426.15	\$434.67
8	\$422.53	\$430.98	\$439.60	\$448.39	\$457.36
9	\$443.35	\$452.22	\$461.26	\$470.49	\$479.90
10	\$464.51	\$473.80	\$483.28	\$492.95	\$502.80
11	\$490.15	\$499.96	\$509.96	\$520.15	\$530.56

# ARTICLE 4 COMPENSATION

## JCBA

17 DAY FCTI  
\$505.15 DAILY  
\$8,587.55 MONTHLY  
\$103,050.60 YEARLY  
\$5,051.50 HOLIDAY  
\$108,102.10

DOS

20 DAY FCTI  
\$505.15 DAILY  
\$10,103.00 MONTHLY  
\$121,236.00 YEARLY  
\$5,051.50 HOLIDAY  
\$126,287.50

17 DAY FCTI  
\$545.56 DAILY  
\$9,274.52 MONTHLY  
\$111,294.24 YEARLY  
\$5,455.60 HOLIDAY  
\$116,749.84

DOS + 48

20 DAY FCTI  
\$545.56 DAILY  
\$10,911.20 MONTHLY  
\$130,934.40 YEARLY  
\$5,455.60 HOLIDAY  
\$136,390.00

# ARTICLE 4 COMPENSATION

## JCBA

17 DAY SIMP  
\$554.17 DAILY  
\$9,420.81 MONTHLY  
\$113,049.66 YEARLY  
\$5,541.70 HOLIDAY  
\$118,591.36

DOS

20 DAY SIMP  
\$554.17 DAILY  
\$11,083.40 MONTHLY  
\$133,000.80 YEARLY  
\$5,541.70 HOLIDAY  
\$138,542.50

17 DAY SIMP  
\$598.62 DAILY  
\$10,176.54 MONTHLY  
\$122,118.48 YEARLY  
\$5,986.16 HOLIDAY  
\$128,104.64

DOS + 48

20 DAY SIMP  
\$598.62 DAILY  
\$11,972.40 MONTHLY  
\$143,668.80 YEARLY  
\$5,986.16 HOLIDAY  
\$149,654.96



# ARTICLE 5 BLANK

JCBA

# ARTICLE 6 OVERTIME

## LUS (7)

- 1.5X UP TO 18 DAYS
- 2.0X 19-22 DAYS
- CAPPED AT 22 DAYS
- FORCED BETWEEN 0 – 6 DAYS
- EQUALIZATION BY HOURS
- CHARGED REFUSAL

## LAA

- 1.5X ALL OT WORKED
- No CAP
- FORCED UP TO 5 DAYS
- EQUALIZATION BY DAY
- NOT CHARGED REFUSAL

# ARTICLE 6 OVERTIME

## JCBA

- **1.5X FIRST TWO DAYS OVER DESIGNATED DAYS**
- **2.0X ANY ADDITIONAL DAYS**
- **NO CAP**
- **EQUALIZATION BY DAY**
- **CHARGED FOR REFUSAL**

# ARTICLE 7 HOLIDAYS

**LUS (8)**

- **NO HOLIDAYS**

**LAA**

- **5 HOLIDAYS**
  - **NEW YEARS DAY**
  - **INDEPENDENCE DAY**
  - **LABOR DAY**
  - **THANKSGIVING DAY**
  - **CHRISTMAS DAY**
- **8 PAY FOR EACH**

# ARTICLE 7 HOLIDAYS

JCBA

- **10 HOLIDAYS**
  - **NEW YEARS DAY**
  - **PRESIDENT'S DAY**
  - **GOOD FRIDAY**
  - **MEMORIAL DAY**
  - **INDEPENDENCE DAY**
  - **LABOR DAY**
  - **VETERANS DAY**
  - **THANKSGIVING**
  - **DAY AFTER THANKSGIVING**
  - **CHRISTMAS DAY**



# ARTICLE 7 HOLIDAYS

## JCBA

- **1.0X DAY FOR EACH HOLIDAY**
- **1.5X DAY FOR EACH HOLIDAY WORKED  
(INCLUDING 'W' DAYS)**
- **MAY SELL VACATION ON HOLIDAY**

# ARTICLE 8 VACATION

## LUS (9)

- 1<sup>ST</sup> – 11<sup>TH</sup> 10 DAYS
- 12<sup>TH</sup> – 17<sup>TH</sup> 15 DAYS
- 18<sup>TH</sup> – 22<sup>ND</sup> 20 DAYS
- 23+ 25 DAYS

- CARRYOVER PERMITTED
- BID YEARLY, QUARTERLY
- DAT UPON NEEDS OF SVC
- PROTECTED DAYS
  - 2 PER 5

## LAA

- <10 10 DAYS
- 10 < 17 15 DAYS
- 17 < 25 20 DAYS
- 25 < 30 25 DAYS
- 30+ 30 DAYS

- NO CARRYOVER
- BID YEARLY
- NO DAT
- PROTECTED DAYS
  - 4 PER 5
  - 6 PER 10

# ARTICLE 8 VACATION

## JCBA

<u>YEARS</u>	<u>MONTH</u>	<u>YEAR</u>
< 5	1.0	10
5 < 17	1.5	15
17 < 25	2.0	20
25 < 30	2.5	25
30 +	3.0	30

- CARRYOVER PERMITTED
- BID YEARLY, QUARTERLY
- DAT PERMITTED
- PROTECTED DAYS
  - 4 PER 5
  - 6 PER 10



# ARTICLE 9 PROBATION

**LUS (12)**

- **90 DAYS AFTER FULL QUALIFICATION**

**LAA**

- **9 MONTHS AFTER HIRE OR 2 MONTHS UNSUPERVISED**

# ARTICLE 9 PROBATION

JCBA

- 90 DAYS AFTER FULL QUALIFICATION

# ARTICLE 10 SENIORITY

## LUS (11)

- OCCUPATIONAL GOVERNS:
  - REDUCTIONS IN FORCE
  - DEMOTION
  - DISPLACEMENT
  - WORK SCHEDULE BIDDING
  - VACATION BIDDING
  - FILING BARGAINING UNIT OPENINGS
  - VACANCIES
  - RECALL

## LAA

- OCCUPATIONAL GOVERNS:
  - REDUCTIONS IN FORCE
  - DEMOTION
  - DISPLACEMENT
  - WORK SCHEDULE BIDDING
  - FILING BARGAINING UNIT OPENINGS
  - VACANCIES
  - RECALL



# ARTICLE 10 SENIORITY

**LUS (11)**

- **COMPANY GOVERNS:**
  - **VACATION ACCRUAL**

**LAA**

- **COMPANY GOVERNS:**
  - **VACATION ACCRUAL**
  - **VACATION BIDDING**

# ARTICLE 10 SENIORITY

## JCBA

- **OCCUPATIONAL GOVERNS:**
  - REDUCTIONS IN FORCE
  - DEMOTION
  - DISPLACEMENT
  - WORK SCHEDULE BIDDING
  - VACATION BIDDING
  - FILING BARGAINING UNIT OPENINGS
  - VACANCIES
  - RECALL
- **COMPANY GOVERNS:**
  - VACATION ACCRUAL



# ARTICLE 10 SENIORITY

JCBA

- **INSTRUCTORS HIRED INTO MANAGEMENT (4,5,6) WHO DIRECTLY MANAGE EMPLOYEES COVERED BY THIS AGREEMENT WILL CONTINUE TO ACCRUE OCCUPATIONAL SENIORITY IF THEY PAY DUES.**

# ARTICLE 11 CLASSIFICATIONS AND QUALIFICATIONS

## LUS

- OCCUPATIONAL SENIORITY
  - SENIOR INSTRUCTORS
  - DEVELOPMENT LEADS

## LAA

- SELECTION PROCESS
  - STAND COORDINATORS

# ARTICLE 11 CLASSIFICATIONS AND QUALIFICATIONS

## JCBA

- **SELECTION PROCESS**
  - **STAND COORDINATORS**
  - **DEVELOPMENT LEADS**
- **2 MANAGEMENT / 2 TWU**
  - **TIE BREAKER IS MD FLIGHT TRAINING/STANDARDS**



# ARTICLE 12 TRANSFER, RECLASSIFICATION & JOBS TO BE POSTED

## LUS

- OPENINGS
- VACANCIES
- DISPLACEMENTS
  - BUMP & FLUSH
- NO CROSS UTILIZATION

## LAA

- OVERAGE/UNDERAGE
  - ONLY TO OPENINGS
- LATERAL TRANSFER
  - 1 PER QUARTER
  - ONLY TO OPENING
- PROMOTION BID
- CROSS UTILIZATION

# **ARTICLE 12 TRANSFER, RECLASSIFICATION & JOBS TO BE POSTED**

## **JCBA**

- **OPENINGS**
  - **CREATED BY INCREASED WORK OR ATTRITION**
  - **VOLUNTARY SENIOR BIDDER REGARDLESS OF LOCATION**
- **VACANCIES**
  - **UNFILLED POSITIONS WHEN NO VOLUNTARY BID**
    - **VOLUNTARY DISPLACED BIDDER**
    - **NEW HIRES**
    - **INVOLUNTARY DISPLACED INSTRUCTOR**



# ARTICLE 12 TRANSFER, RECLASSIFICATION & JOBS TO BE POSTED

## JCBA

- **DISPLACEMENTS**
  - **CREATED BY OVERAGE WITHIN A WORK UNIT (SECTION)**
  - **VOLUNTARY – SENIOR TO JUNIOR**
  - **INVOLUNTARY - JUNIOR TO SENIOR**
  - **IF FURLOUGH RESULTS**
    - **DISPLACE BY SENIORITY REGARDLESS OF LOCATION**
- **LIMITATION ON DISPLACEMENTS**
  - **1 BID SHALL NOT RESULT IN MORE THAN ONE ADDITIONAL TRAINING EVENT**
  - **2 OR MORE SHALL NOT RESULT IN MORE THAN TWO ADDITIONAL TRAINING EVENTS**



# **ARTICLE 12 TRANSFER, RECLASSIFICATION & JOBS TO BE POSTED**

## **JCBA**

- **IF HEADCOUNT WITHIN A BASE REMAINS CONSTANT BIDS ONLY AVAILABLE TO THAT BASE AND CLASSIFICATION**
- **VOLUNTARY BIDS = NO MOVE PACKAGE**
- **INVOLUNTARY DISPLACED = MOVE PACKAGE**
- **VOLUNTARY RECLASSIFICATION (BETWEEN FCTI & SIMP)**
  - **ONLY TO OPENINGS IF NO ONE ON FURLOUGH FROM THAT CLASSIFICATION**
- **NO CROSS UTILIZATION**
- **INSTRUCTOR MAY BE HELD UP TO 6 MONTH**

# **ARTICLE 13 SYSTEM SENIORITY LIST**

**JCBA**

- **COMBINED BASED ON OCCUPATIONAL SENIORITY DATE**
- **AVAILABLE FOR VIEWING**

# **ARTICLE 14 LOSS OF SENIORITY**

## **JCBA**

- **QUIT, RESIGN OR RETIRE**
- **NO RETURN FROM FURLOUGH OR LEAVE OF ABSENCE**

# ARTICLE 15 REDUCTION IN FORCE

**LUS**

- **REVERSE ORDER OF OCCUPATIONAL SENIORITY**

**LAA**

- **REVERSE ORDER OF OCCUPATIONAL SENIORITY**
- **ABILITY TO BUMP INTO OTHER CLASSIFICATION**

# ARTICLE 15 REDUCTION IN FORCE

## JCBA

- **REVERSE ORDER OF OCCUPATIONAL SENIORITY ON MASTER LIST**
- **NO ABILITY TO BUMP INTO ANOTHER CLASSIFICATION**
- **CAN BID OPENINGS**



# ARTICLE 16 RECALL

**LUS**

- **SENIORITY ORDER**
- **ACCRUE PAY SENIORITY**

**LAA**

- **SENIORITY ORDER (QUALIFIED)**
- **ACCRUE PAY SENIORITY FOR 5 YEARS**

# ARTICLE 16 RECALL

## JCBA

- **SENIORITY ORDER WITHIN CLASSIFICATION**
- **ACCRUE PAY SENIORITY FOR 10 YEARS**
- **RETAIN RIGHTS TO CLASSIFICATION AND LOCATION FROM FIRST FURLOUGHED**

# ARTICLE 17 LEAVES OF ABSENCE

## LUS (16)

- INITIAL 90 DAYS
- ADDITIONAL 90 DAYS
- VOLUNTARY LEAVE IN LIEU OF FURLOUGH
- 2 YEAR CONTINUOUS/5 YEARS TOTAL

## LAA

- INITIAL UP TO 1 YEAR
- OVERAGE LEAVE





# ARTICLE 18 MILITARY LEAVE

JCBA

- FEDERAL LAW

# **ARTICLE 19 TERMINATION OF EMPLOYMENT**

## **JCBA**

- **2 WEEKS FURLOUGH NOTICE OR 2 WEEKS PAY AT 1.0X**
- **CURRENT LIFE INSURANCE FOR 31 CALENDAR DAYS**

# **ARTICLE 20 BULLETIN BOARDS**

**JCBA**

- **COMPANY PROVIDED AT EACH TRAINING CENTER**

# ARTICLE 21 BEREAVEMENT

## JCBA

- **Three (3) days bereavement (BR) leave with pay for death in the Employee's immediate family will be extended to the Employees covered by this Agreement. Immediate family includes mother, father, spouse, eligible domestic partner, sister, step-sister, brother, step-brother, child (dependent and non-dependent), mother-in-law, domestic partner's mother, father-in-law, domestic partner's father, stepmother, stepfather, Employee's grandparents, Employee's grandchildren, legal guardian or documented former legal guardian, or relative who is a resident of the household. To the extent that Company Policy provides more expansive bereavement leave benefits, those benefits will be applied to all Employees covered by this Agreement.**
- **Upon request the option of up to two (2) days of bereavement (BRU) days without pay will be extended to an Employee, in conjunction with BR days.**



# ARTICLE 22 JURY DUTY

JCBA

- **ALL SCHEDULED HOURS  
SERVED LESS FEE RECEIVED**

## **ARTICLE 23 ATTENDANCE AT HEARINGS INVESTIGATIONS OR TRAINING CLASSES**

### **JCBA**

- **SCHEDULED WORK DAY**
  - **REGULAR PAY**
- **SCHEDULED DAY OFF**
  - **APPLICABLE RATE**
- **TRAVEL ON SCHEDULED DAY OFF**
  - **1.5x**

# ARTICLE 24 ABSENCE FROM DUTY

## JCBA

- **AN EMPLOYEE COVERED BY THIS AGREEMENT WILL NOT BE ABSENT FROM DUTY WITHOUT PRIOR PERMISSION, IN WRITING, EXCEPT FOR REASON OF SICKNESS, INJURY OR OTHER CAUSE BEYOND CONTROL OF THE EMPLOYEE.**

# ARTICLE 25 BLANK

JCBA

# ARTICLE 26 FIELD WORK AND OUT OF BASE WORK

## LUS

- ROTATIONAL BASIS
- TRAVEL DAY – PAY, NO CREDIT

## LAA

- ASSIGNED TO LINE
- TRAVEL DAY – PAY & CREDIT

# ARTICLE 26 FIELD WORK AND OUT OF BASE WORK

## JCBA

- ON THE MONTHLY BID
- TRAVEL DAY – PAY & CREDIT
- PER DIEM OR ACTUAL
  - \$50 / \$75
- TRAVEL OPTION TO/FROM HOME

# ARTICLE 27 GENERAL

## LUS (23)

- BULLETIN BOARDS
- TRAVEL EVENTS
- TRAVEL EXPENSES
- JUMPSEAT
- CHANGE OF CONTROL

## LAA

- TRAINING CENTER FACILITIES
- SAFETY COMMITTEE
- BEREAVEMENT
- JURY DUTY

# ARTICLE 27 GENERAL

## JCBA

- TRAINING CENTER FACILITIES
- SAFETY COMMITTEE
- JUMPSEAT (IEAG)



## **ARTICLE 28 No DISCRIMINATION AND RECOGNITION OF RIGHTS AND COMPLIANCE**

### **JCBA**

- **GOVERNED BY FEDERAL LAW**
- **LETTERS OF DISCIPLINE  
REMOVED AFTER 2 YEARS**
  - **MAY BE LESS WITH  
MUTUAL AGREEMENT**

# ARTICLE 29 REPRESENTATION

## JCBA

- **DISCIPLINARY HEARING**
  - **REQUEST UNION REPRESENTATION**
- **COMPANY SECURITY INVESTIGATION**
  - **REQUEST UNION REPRESENTATION  
BUT NOT REQUIRED**
  - **REQUEST A SILENT PEER OBSERVER**

## **ARTICLE 30 GRIEVANCE PROCEDURE FOR DISMISSAL/CORRECTIVE ACTION**

**JCBA**

- **REVIEW CONTRACT**

## **ARTICLE 31 GRIEVANCE PROCEDURE FOR CONTRACTUAL DISPUTES**

### **JCBA**

- **10 DAYS TO SUBMIT (EMPLOYEE)**
- **10 DAYS FOR RESPONSE (SUPERVISOR)**
- **10 DAYS TO APPEAL (EMPLOYEE)**
- **10 DAYS FOR RESPONSE (MD FLIGHT TRAINING)**
  - **IF TIMELINE NOT MET, 8 HRS PAY TO GRIEVANT**
- **20 DAYS TO SUBMIT TO SYSTEM BOARD OF ADJUSTMENT (TWU)**

# ARTICLE 32 SYSTEM BOARD OF ADJUSTMENT

## JCBA

- **JURISDICTION OVER GRIEVANCE INVOLVING INTERPRETATION OR APPLICATION OF AGREEMENT**
- **3 MEMBERS**
  - **COMPANY**
  - **UNION**
  - **NEUTRAL (ARBITRATOR)**

# **ARTICLE 33 No STRIKE – No LOCKOUT**

**JCBA**

- **THE COMPANY WILL NEITHER CAUSE NOR PERMIT A LOCKOUT**
- **NEITHER THE UNION NOR THE EMPLOYEES WILL ENGAGE IN A STRIKE, SIT DOWN, WALKOUT, STOPPAGE, SLOWDOWN OR CURTAILMENT OF WORK FOR ANY REASON**

# ARTICLE 34 SICK LEAVE

## LUS

- 12 DAYS PER YEAR
- BANK UP TO 300
- SELLBACK UP TO 150 UPON RETIREMENT FOR \$114.80/DAY
- EMPLOYEE ILLNESS ONLY

## LAA

- 5 DAYS PER YEAR
- BANK UP TO 180
- SELLBACK UP TO 150 UPON RETIREMENT FOR \$25.00/ DAY
- EMPLOYEE ILLNESS ONLY

# ARTICLE 34 SICK LEAVE

## JCBA

- **10 DAYS PER YEAR**
- **BANK UP TO 200 DAYS**
- **SELL BACK UP TO 200 DAYS @  
\$61.20/DAY**
- **NO EMPLOYEE ILLNESS RESTRICTION**
- **LUS WITH MORE THAN 200 /  
IMPLEMENTATION AGREEMENT**



# ARTICLE 35 BLANK

JCBA

# ARTICLE 36 BLANK

JCBA

# ARTICLE 37 SEVERANCE ALLOWANCE

## LUS (19)

- 1 WEEK PER YEAR OF SERVICE
- UP TO 15 WEEKS
- LIFETIME

## LAA

- SCALE
- UP TO 15 WEEKS
- RESETS WITH 1 YEAR COMPENSATED SERVICE

# ARTICLE 37 SEVERANCE ALLOWANCE

## JCBA

- **UP TO 15 WEEKS**
- **RESETS WITH 1 YEAR COMPENSATED SERVICE**

If Employee has completed:	Severance Allowance:
1 year of service	3 weeks
2 years of service	3 weeks
3 years of service	4 weeks
4 years of service	5 weeks
5 years of service	6 weeks
6 years of service	7 weeks
7 years of service	8 weeks
8 years of service	9 weeks
9 years of service	10 weeks
10 years of service	11 weeks
11 years of service	12 weeks
12 years of service	13 weeks

If the Employee is not reemployed by the Company within four (4) months from the effective date of his furlough, and he has at least one year's seniority as of the date of furlough, he will be entitled to an additional two (2) weeks' severance allowance. In the event an Employee is recalled to work under Article 16 (Recall) before the expiration of four (4) months from the date of his furlough and is again furloughed, he will be entitled to the additional two (2) weeks' severance allowance if he is not reemployed by the Company within four (4) months from the effective date of the subsequent furlough.

# ARTICLE 38 UNION SECURITY

## JCBA

- **READ CONTRACT**
- **MEMBERSHIP IS A CONDITION OF EMPLOYMENT**
- **MUST PAY DUES OR AGENCY FEES**

# **ARTICLE 39 FITNESS FOR DUTY**

## **JCBA**

- **PHYSICAL/MENTAL EXAMINATION WHEN AT LEAST 2 MEMBERS OF MANAGEMENT DEEM NECESSARY**
- **SICK TIME MAY BE USED**
- **IF DEEMED FIT FOR DUTY, SICK TIME RETURNED**

# ARTICLE 40 RETIREMENT BENEFIT

## LUS

- **AGE BASED CONTRIBUTION**
  - **2%,4%,6%,8%**
- **2% MATCH (50% MATCH UP TO 4%)**

## LAA

- **NONE**
- **5.5% MATCH (100% MATCH UP TO 5.5%)**

# **ARTICLE 40 RETIREMENT BENEFIT**

**JCBA**

- **5.5% MATCH (100% MATCH UP TO 5.5%)**
- **LUS – IMPLEMENTATION AGREEMENT**



# ARTICLE 41 INSURANCE

JCBA

- REVIEW CONTRACT

# ARTICLE 42 BLANK

JCBA

# ARTICLE 43 BLANK

JCBA

# **ARTICLE 44 MOVING EXPENSES**

**JCBA**

- **LEVEL 3 – 4 MANAGEMENT PACKAGE**
- **MUST MOVE AT LEAST 50 MILES AND WITHIN 100 OF NEW WORK LOCATION**

# **ARTICLE 45 EFFECT ON PRIOR AGREEMENTS**

**JCBA**

- **THIS AGREEMENT SUPERSEDES AND TAKES PRECEDENCE OVER PRIOR AGREEMENTS AND LETTERS**

# ARTICLE 46 BLANK

JCBA

# ARTICLE 47 DURATION OF AGREEMENT

JCBA

- 5 YEARS

# **IMPLEMENTATION AGREEMENT**

## **JCBA**

### **ARTICLE 4 – COMPENSATION**

**THE JCBA BASE WAGES AND PREMIUMS PROVIDED FOR IN ARTICLE 4 WILL BECOME EFFECTIVE ON NOVEMBER 21, 2016, UNDER THE TERMS SET FORTH IN THIS IMPLEMENTATION LETTER. LAA AND LUS INSTRUCTORS WILL BE PAID THE SAME DAILY RATE OF PAY, WITH LAA INSTRUCTORS PAID BASED ON TWENTY (20) DAYS OF WORK PER CONTRACTUAL MONTH AND LUS INSTRUCTORS PAID BASED ON SEVENTEEN (17) DAYS OF WORK PER CONTRACTUAL MONTH UNTIL INSTRUCTORS BEGIN WORKING SCHEDULES BASED ON THEIR SELECTIONS UNDER ARTICLE 3 – HOURS OF SERVICE. THEREAFTER, INSTRUCTORS WILL BE PAID THE DAILY RATE OF PAY FOR THEIR DESIGNATED DAYS OF WORK PER CONTRACTUAL MONTH, AS SELECTED UNDER ARTICLE 3.**



# **IMPLEMENTATION AGREEMENT**

**JCBA**

## **ARTICLE 7 – HOLIDAYS**

**THE HOLIDAYS PROVIDED FOR IN ARTICLE 7 WILL BECOME EFFECTIVE NOVEMBER 21, 2016. INSTRUCTORS WILL RECEIVE PAYMENTS FOR 2016 HOLIDAYS PROVIDED FOR IN ARTICLE 7 IN JANUARY 2017**

# IMPLEMENTATION AGREEMENT

JCBA

## ARTICLE 8 – VACATION

### 2016 VACATION

VACATION ACCRUAL AT THE JCBA RATES UNDER ARTICLE 8 WILL BE EFFECTIVE ON NOVEMBER 21, 2016.

ALL VACATION ACCRUED BY LAA INSTRUCTORS FROM JANUARY THROUGH NOVEMBER 21, 2016 FOR USE IN 2017, UNDER THE LAA AGREEMENT, WILL BE PAID OUT TO ELIGIBLE EMPLOYEES IN THE FIRST QUARTER OF 2017 AT THE EMPLOYEES' PRE-JCBA REGULAR RATE OF PAY. ALL VACATION ACCRUED BY LAA FCTIS FROM NOVEMBER 21, 2016 THROUGH DECEMBER, 2016, UNDER THE JCBA, WILL BE PAID OUT TO ELIGIBLE EMPLOYEES IN THE FIRST QUARTER OF 2017 AT THE EMPLOYEES' JCBA REGULAR RATE OF PAY.

# IMPLEMENTATION AGREEMENT

JCBA

## ARTICLE 8 – VACATION

### 2016 VACATION

THE ADDITIONAL VACATION ACCRUED BY LUS INSTRUCTORS AT THE HIGHER JCBA RATES FROM NOVEMBER 21, 2016 THROUGH DECEMBER 31, 2016 WILL ACCRUE AND MAY BE CARRIED FORWARD IF THE CARRY FORWARD IS NOT IN EXCESS OF THE NEW ACCRUAL RATE, OTHERWISE THE EXCESS WILL BE PAID OUT TO ELIGIBLE EMPLOYEES IN THE FIRST QUARTER OF 2017 AT THE EMPLOYEES' JCBA REGULAR RATE OF PAY.

# IMPLEMENTATION AGREEMENT

JCBA

## ARTICLE 10 – SENIORITY

THERE ARE PRESENTLY INDIVIDUALS ON THE LAA SENIORITY LIST (LISTED AS JOB CODE “R”) WHO WILL NO LONGER BE INCLUDED UNDER THE NEW SENIORITY LIST PER ARTICLE 10, PARAGRAPH (G). ON DOS THESE INDIVIDUALS WILL BE OFFERED ON A ONE-TIME BASIS THE OPPORTUNITY TO RETURN AN OPENING IN A COVERED POSITION. IF THE INDIVIDUAL DOES NOT RETURN THEN THEIR NAME WILL BE REMOVED FROM THE SENIORITY LIST. THE ACTUAL OCCUPATIONAL SENIORITY LIST AT DOS WILL BE AMENDED FOR THOSE INDIVIDUALS WHO WERE NOT ACCRUING SENIORITY.

# **IMPLEMENTATION AGREEMENT**

**JCBA**

## **ARTICLE 34 - SICK LEAVE**

**SICK LEAVE ACCRUAL AT THE JCBA RATES UNDER ARTICLE 34 WILL BE EFFECTIVE NOVEMBER 21, 2016. SICK LEAVE ACCRUED AT JCBA RATES WILL BE AVAILABLE TO USE EFFECTIVE JANUARY 1, 2017.**

**LUS INSTRUCTOR EMPLOYEES WITH ACCUMULATED SICK LEAVE CREDIT IN EXCESS OF 200 DAYS ON DECEMBER 1, 2016 WILL BE PERMITTED TO RETAIN AND USE THEIR EXISTING ACCUMULATED SICK LEAVE BALANCE BUT WILL NOT ACCRUE SICK LEAVE UNDER ARTICLE 34 UNTIL THEIR TOTAL ACCUMULATED SICK LEAVE DROPS BELOW TWO-HUNDRED (200) DAYS.**

# IMPLEMENTATION AGREEMENT

JCBA

## ARTICLE 40 - RETIREMENT BENEFIT

LAA INSTRUCTORS WILL CONTINUE TO PARTICIPATE IN THE AMERICAN AIRLINES, INC. 401(K) PLAN.

LUS INSTRUCTORS WILL CONTINUE TO PARTICIPATE IN THE US AIRWAYS, INC. EMPLOYEE SAVINGS PLAN (“LUS 401K PLAN”) THROUGH DECEMBER 31, 2017. PROVIDED, HOWEVER, THAT THE PROFIT SHARING CONTRIBUTIONS PROVIDED UNDER THE LUS 401(K) PLAN WILL BE MADE AT A FIXED RATE OF 7.5% OF COMPENSATION FOR THE 2016 AND 2017 PLAN YEARS.

EFFECTIVE JANUARY 1, 2018, SECTION 40 – RETIREMENT BENEFITS OF THE JCBA WILL APPLY TO LAA INSTRUCTORS AND LUS INSTRUCTORS. LUS FCTIS WILL PARTICIPATE IN THE AMERICAN AIRLINES, INC. 401(K) PLAN, EFFECTIVE JANUARY 1, 2018. THERE IS NO OBLIGATION TO MAINTAIN THE LUS 401K PLAN FOR LUS INSTRUCTORS AFTER DECEMBER 31, 2017.

# IMPLEMENTATION AGREEMENT

JCBA

## ARTICLE 41 – INSURANCE

### MEDICAL AND DENTAL PLAN

LUS INSTRUCTORS WILL CONTINUE TO PARTICIPATE IN THE US AIRWAYS, INC. GROUP HEALTH PLAN UNTIL DECEMBER 31, 2017. EFFECTIVE JANUARY 1, 2018, LUS INSTRUCTORS WILL PARTICIPATE IN THE AMERICAN AIRLINES, INC. HEALTH AND WELFARE PLAN FOR ACTIVE EMPLOYEES, PURSUANT TO ARTICLE 41.B. THERE IS NO OBLIGATION TO MAINTAIN THE US AIRWAYS, INC. GROUP HEALTH PLAN FOR LUS INSTRUCTORS AFTER DECEMBER 31, 2017.

# IMPLEMENTATION AGREEMENT

JCBA

## COMPENSATORY TIME

**LUS INSTRUCTORS WITH COMPENSATORY TIME IN THEIR BANK GREATER THAN THE MAXIMUM EIGHTY (80) HOURS OF COMPENSATORY TIME WILL BE PAID OUT THE EXCESS COMPENSATORY TIME BASED ON THE EMPLOYEES' PRE-JCBA REGULAR RATE OF PAY. THE EXCESS COMPENSATORY TIME BALANCE WILL BE PROCESSED AND PAID OUT WITHIN NINETY (90) DAYS OF THE EFFECTIVE DATE OF THE AGREEMENT.**



# **IMPLEMENTATION AGREEMENT**

**JCBA**

**PROFIT SHARE**

**EACH INSTRUCTOR WILL PARTICIPATE IN THE AA PROFIT SHARE PLAN FOR 2016 AND BEYOND.**

# IMPLEMENTATION AGREEMENT

JCBA

## LUMP SUM PAYMENT

**EACH LUS INSTRUCTOR ON THE SENIORITY LIST AS OF DOS WILL RECEIVE AN AMOUNT OF THIRTEEN-THOUSAND FIVE-HUNDRED DOLLARS (\$13,500) PAYABLE WITHIN SIXTY (60) DAYS FROM DOS. THE COMPANY WILL PERMIT THESE FUNDS TO BE DESIGNATED BY SPECIAL ELECTION CONTRIBUTION IN THE 401(K) ACCOUNT.**

# RATIFICATION VOTE

- **BALLOT POINT**
- **INSTRUCTIONS BY MAIL**
  - **BALLOT MAIL 10/27**
- **VOTING**
  - **ONLINE OR PHONE**
  - **OPENS: 12:01 AM CT, MONDAY  
OCTOBER 31, 2016**
  - **CLOSES: 12:00 NOON CT,  
THURSDAY NOVEMBER 10, 2016**