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AGREEMENT
by and between
US Airways, INC.
and the
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS

January 31, 2005

Deleted: October 1, 1995

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Modified by the September 17, 2002
and the January 10, 2003[¶]
Restructuring Proposals

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AGREEMENT

by and between

US Airways, INC.

and the

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

PREAMBLE

This Agreement is made and entered into this 11th day of October 1999, in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between US Airways Inc., the "Company", and the International Association of Machinists and Aerospace Workers, the "Union".

This Transformation Plan Term Sheet, and the terms and conditions of the IAM-US Airways Collective Bargaining Agreement effective October 1, 1995, as amended (hereafter, the "1995 IAM-US Airways Agreement"), to the extent not superseded, modified, or made irrelevant by, this Transformation Plan Term Sheet, will constitute the "2004 IAM-US Airways Agreement".

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U·S AIRWAYS

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3 **ARTICLE 1.**
4 **PURPOSE OF AGREEMENT**

5 (A) The purpose of this Agreement is, in the mutual interest of the Company and the
6 employees, to provide for operation of the services of the Company under methods which
7 will further, to the fullest extent possible, the safety of air transportation, the efficiency of
8 operation, and the continuation of employment under conditions of reasonable hours,
9 proper compensation and working conditions. It is recognized by this Agreement to be
10 the duty of the Company and of the employees to cooperate fully for the attainment of
11 these purposes. To further these purposes, the Company or an International
12 Representative of the Union may request a conference at any time to discuss and deal
13 with any general condition that may arise under the application of this Agreement.
14

15 (B) No employee covered by this Agreement will be interfered with, restrained,
16 coerced, or discriminated against by the Company, its officers or agents, because of
17 membership in or lawful activity on behalf of the Union.
18

19 (C) It is understood wherever in this Agreement employees are referred to in the
20 masculine gender, it shall be recognized as referring to both male and female employees.
21

22 (D) There shall be no discrimination between employees covered by this Agreement
23 because of race, creed, color, national origin, or gender.
24

25 (E) Should any part or provision of this Agreement be rendered invalid by reason of
26 any existing or subsequently enacted legislation, such invalidation of any part or
27 provision of this Agreement shall not invalidate the remaining portions thereof, and they
28 shall remain in full force and effect.
29

30 (F) The Company and the Union agree to comply fully with all applicable Federal
31 and State statutes and regulations prohibiting discrimination with respect to all aspects of
32 employment with the Company. Further; the Company and Union agree that neither shall
33 discriminate against employees covered by this Agreement on the basis of race, color,
34 religion, sex, national origin, age, sexual orientation, disability, membership in a
35 uniformed service, or status as a disabled veteran.

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ARTICLE 2.
SCOPE OF AGREEMENT

(A) The Company recognizes, in accordance with Certification Case No. R-2146, by the National Mediation Board, dated April 12, 1949, the Union as sole and exclusive bargaining agent for all classes and grades of Mechanical employees of the Company working within the continental limits of the United States and its possessions, including Maintenance Control Technicians (MOC), Senior Quality Assurance Auditors, Quality Assurance Auditors, Senior Technical Documentation Specialists, Technical Documentation Specialists, Senior Planner, Planners, ~~Inspectors, Lead Mechanics, Mechanics (all classes), Lead Stock Clerks, Stock Clerks, Lead Utilitymen, and Utilitymen.~~

Deleted: Lead Ground Communications Technicians, Ground Communications Technicians, Lead Inspectors

(B) The Company agrees that the following described work, wherever performed, is recognized as coming within the jurisdiction of the International Association of Machinists and Aerospace Workers, and is covered by this Agreement: the making, assembling, erecting, dismantling, and repairing of all machinery, mechanical equipment, engines and motors of all description, including all work involved in dismantling, overhauling, repairing, fabricating, assembling, welding, and erecting all parts of airplanes, airplane engines, avionics equipment, electrical system, heating system, hydraulic system, and machine tool work in connection therewith, including all maintenance, construction and inspection work in and around all shops, hangars, buildings, and including the servicing, cleaning and polishing of airplanes and parts thereof, and the servicing and handling of all ground equipment performed in and about Company shops, Maintenance bases, Aircraft Base Maintenance bases, and Line service stations.

All work in the shops/areas as described in Attachment F may be performed by employees or vendors.

Ground equipment maintenance will be maintained in CLT, PHL and PIT and may be performed by vendors in all other locations. The scope of work may not include major overhaul or repair of engines/transmissions or painting of the equipment or any other work where the Company lacks the equipment, skills or facilities.

The Company will retain necessary manpower in Plant Maintenance in CLT, PHL, and PIT. The scope of work for Plant Maintenance in these locations will be determined by the Company.

41 It is understood that the Company reserves the right to continue to return to the
42 manufacturer or its authorized agent, parts and subassemblies for repair or replacement
43 that cannot be repaired on the property due to lack of equipment or because of warranty.
44 It is understood and agreed that this scope rule and Agreement covers Aviation Service
45 Division type work as discussed in negotiations on February 4 and 5, 1964.
46

1 The duties of aircraft cleaning, lavatory servicing, potable water servicing, receipt
2 and dispatch, ancillary duties associated with receipt and dispatch, and operation of
3 ground power units may be performed by employees covered by this Agreement and/or
4 other employees and vendors. ~~Receipt and dispatch, including the ancillary duties~~
5 associated with receipt and dispatch, of Commuter Aircraft may be accomplished by
6 employees not covered by the mechanic and related agreement.

7
8 (C) In the performance of their duties, employees covered by this Agreement shall be
9 governed by Company rules, regulations and orders issued by properly designated
10 authorities of the Company, providing such rules, regulations and orders are not in
11 conflict with the terms and conditions embodied in this Agreement. The Company will,
12 after the signing of this Agreement, cause to be compiled and issued to each present and
13 all new employees the presently applicable conduct rules and regulations, and no such
14 new rules or regulations will be considered effective until copies have been furnished to
15 the Local Committee and conspicuously posted in the working areas at least one (1) week
16 prior to the effective date. In cases where urgent changes are necessary, the Company
17 will notify the Committee and such changes may be posted and become effective
18 immediately thereafter.

19 ~~xx~~
20
21
22 (D) Except for instructing employees and assisting in experimental work, supervisory
23 personnel will perform no work that is covered by this Agreement. Management
24 employees may assign and/or direct the work of covered employees where Leads are not
25 readily available.
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Deleted: as described in Article 4 paragraphs J and N at those locations/shifts where such covered employees are not staffed. Aircraft towing may be performed by employees not covered by this Agreement at those locations/shifts where such covered employees are not staffed. It is not the intent of this paragraph to have non-Mechanical and Related employees perform such work on shifts where covered employees are staffed except as provided for elsewhere in this agreement. It is the Company's intent, however, to utilize all its equipment and facilities in performing work in its own organization. In the event that a situation should develop whereby the equipment and facility limitations are not available or sufficient to perform such work, the Company will confer with the Union in an effort to reach an understanding with respect to how the problem is to be resolved

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Deleted: the event aircraft maintenance is removed from any station pursuant to the provisions of this Agreement, and sufficient ground equipment and repair and maintenance work remains to efficiently utilize the services of one (1) or more Mechanics, the Company shall perform the ground equipment maintenance at that station with Mechanics covered by this Agreement. In the event minor mechanical maintenance develops on ground equipment on off-duty shifts that requires immediate restoration to service, the Company may subcontract such maintenance. It is understood that except for non-routine minor aircraft maintenance, repairs authorized by the Company, or scheduled aircraft daily checks, such Mechanic's work will be limited to ground equipment maintenance and repair.

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(F) The Company agrees to maintain a minimum fleet size of 279 aircraft (inclusive of maintenance spares), excluding Mid Atlantic regional jet (RJ) aircraft. This provision may not ... [21]

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Deleted: The Company will meet and confer with the Union by January 1, 2004 regarding bringing in-house avionics and composite work where the Company has the necessary facilities and equipment, provided limited employee familiarization and/or training is required.

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ARTICLE 3.
STATUS OF AGREEMENT

(A) It is expressly understood and agreed that when this Agreement is accepted by the parties and signed by their authorized representatives, it will supersede any and all agreements existing or previously executed between the Company and any Union or individual affecting the crafts or classes of employees covered by this Agreement.

(B) It is understood and agreed that this Agreement will be binding upon any successors to the present Corporation insofar as it is legally possible. In the event this is not legally possible, the Company and the Union will meet prior to any change and negotiate all possible protection for the employees.

(C) It is understood and agreed that the Company will not lock out any employees covered hereby, and the Union will not authorize or take part in any strikes, sit downs, slowdowns, or picketing of Company premises during the life of this Agreement until the procedures for settling disputes as provided herein and provided by the Railway Labor Act, as amended, have been exhausted. The Company will not require the employees to cross picket lines of the Company's employees legally established under contractual provisions and the Railway Labor Act on or in front of the premises. The individual or concerted refusal to pass such picket lines shall not constitute grounds for discipline, discharge, lay-off, or be considered a violation of this Agreement.

(D) The Company shall not perform "Struck Work" of Wholly Owned Carriers and of MDA. "Struck work" is mechanic and related work traditionally and regularly performed by a Wholly Owned Carrier or MDA where and during the period the mechanic and related employees of that Wholly Owned Carrier or MDA are engaged in a lawful strike, and where the Company has not previously performed the work in question. There shall be no prohibition against a concerted refusal of employees of the Company to perform Struck Work. Moreover, the Company will not hire employees of Wholly Owned Carriers or MDA to perform Mechanic and Related work at the Company during a period when the Company's Mechanic and Related employees are engaged in a lawful strike.

(E) The Agreement shall be binding upon the Company and any Successor, defined as a purchaser, assignee or transferee of all or substantially all of the assets or stock of the Company or US Airways Group. Neither the Company nor US Airways Group shall enter into an agreement with a Successor which creates a Successor Transaction unless the Successor agrees, in writing, as a prior condition of the Successorship Transaction, to cause the Company and US Airways Group to continue to be bound by the Agreement, as it may be amended pursuant to the provisions of applicable law, and to cause any operating airline which obtains the assets of the Company to honor and be bound by the Agreement as it may be amended pursuant to the provisions of applicable law.

If a Successor is an air carrier, and the Successor conducts an operational merger between the Company and the Successor or another air carrier, then the Successor will

1 provide the Company employees with a seniority integration governed by Sections 2, 3
2 and 13 of the Allegheny-Mohawk Labor Protective Provision.
3

4 Upon a change in control defined as the sale of all or substantially all of the assets
5 or common stock of the Company or US Airways Group in a single transaction (or in
6 multi-step related transactions) to a single purchaser (or a group of purchasers acting in
7 concert), the hourly rates of pay under this agreement shall be increased to the rates
8 which would have been effective following the Pay Parity Adjustment in October 2003
9 under the Pay Parity Letter of Agreement. In addition to such hourly rates of pay, the
10 IAM will have the right to extend the duration of the IAM Restructuring Agreement for
11 one, two or three years at the IAM's option, past the amendable date of the IAM
12 Restructuring Agreement, with across the board wage increases of four and one half
13 percent (4.5%) on the amendable date and on each of the three (3) annual anniversaries of
14 the amendable date thereafter (i.e. 12/31/08, 12/31/09 and 12/31/10). For the purposes of
15 this paragraph, "Common Stock" is the Common Stock of US Airways Group then
16 outstanding and the Common Stock issuable on exchange, exercise, and/or conversion of
17 securities of the Company or US Airways Group which are then currently exchangeable
18 into, exercisable for, or convertible into such Common stock
19

ARTICLE 4.
CLASSIFICATION AND WORK REQUIREMENTS

(A) Inspector/DQC

The work of an Inspector/DQC will consist of the overhaul inspection of aircraft (including power plant) in connection with major repairs and overhauls at those points on the Company's system where such work is performed.

The work of an Inspector/DQC shall also include all inspection of materials, parts and subassemblies as necessary. Inspectors will be selected in accordance with the seniority provisions of this Agreement from the Mechanic or higher classification and will not supervise or direct the working force. Inspectors/DQC must be capable of performing inspection work in a satisfactory manner and must hold valid certificates as required by Federal law to fulfill their duties.

It is understood and agreed that the formulation and distribution of work cards by Planners to Inspectors will not be considered a violation of this paragraph, provided such work is confined to the Maintenance Check and Aircraft Base Maintenance.

(B) Lead Mechanic

The work of a Lead Mechanic shall be the same as that of a Mechanic and, in addition, he shall be the employee who assigns, directs and approves the work of Mechanics. In addition, he may be required to assign and direct the work of Utilitymen when there is an insufficient number of Utilitymen on duty to justify a Lead Utilityman. Lead Mechanics may be required to sign for their own work and the work of others in their group provided, however, that such signing shall not relieve any other member of his group from responsibility for the work he performed or from being required to sign appropriate work records. Lead Mechanics will be responsible for the completion of paper work and reports in connection with their normally assigned duties. A Lead Mechanic shall be maintained on duty when three (3) or more Mechanics are on duty, except for line areas, where a Lead will be required when there are four (4) or more employees on duty, on a shift in a shop, department, hangar, or facility. In no case will a Lead Mechanic's group consist of more than eighteen (18) employees. Lead Mechanics must hold valid Federal licenses as required by Federal law to fulfill their duties. The formulation and distribution of work cards by Planners to Mechanics will not be considered a violation of this paragraph, provided such work is confined to the Maintenance Check and Aircraft Base Maintenance. A Lead Mechanic charged by the FAA with a violation(s) of FAR's, on the basis of work that the Company verifies is signed off but not performed by the Lead Mechanic, then, upon request, the Company will provide assistance, including legal assistance if necessary, to the Lead Mechanic for the defense of the violation(s) and be responsible for the payment of any fine imposed on the Lead Mechanic; provided that the Company believes that the charges are unjustified and that the Lead Mechanic should not be fined. The Company will consult with the

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(A) Lead Ground Communications Technician¶
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The work of a Lead Ground Communications Technician shall be the same as that of a Ground Communications Technician. In addition, he may be the employee who assigns and directs the work of Ground Communications Technicians. The Lead Ground Communications Technician may be assigned any or all ancillary duties associated with Ground Communications Technician work. The Lead Ground Communications Technician will be selected in accordance with the seniority provisions of the Agreement, from employees holding Ground Communications Technician seniority; thereafter, Mechanic seniority shall govern. Lead Ground Communications Technicians must be capable of performing Lead Ground Communications Technician work in a satisfactory manner and must hold valid certificates as required.¶
¶
(B) Ground Communications Technician¶
¶
A Ground Communications Technician shall be an employee whose assignment is the installation, modification and maintenance of Company ground radio communications transmitters and receivers, navigation aids, and associated local and remote control equipment. Where deemed practicable by the Company, he may be assigned to repair and maintain related electronic apparatus associated with the operation of a ground station.¶
¶
A Ground Communications Technician from time to time may be required to travel to the extent necessary to complete his work.¶
¶
(C) Lead Inspector¶ [22]

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Deleted: A lead assigned in the Jet Shop Repair Area may be required to assign work to different classifications within his cell area (i.e. machinist, welders, plasma mechanics and mechanics) provided that the normal Lead to mechanic ratio in a classification is maintained. Additional assign[ment] ... [23]

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1 District Lodge Flight Safety Representative concerning this matter, upon the request of
2 the Union.

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4 | **(C)** Mechanic

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6 | The work of a Mechanic may consist of any and all work generally recognized as
7 Mechanic's work performed on or about an aircraft, including the servicing of the aircraft
8 in or about shops, Maintenance bases, Company buildings or equipment wherever
9 located, including, but not limited to, mechanical work involved in the dismantling,
10 overhauling, repairing, fabricating, assembling, welding, and erecting all parts of
11 airplanes, airplane engines, avionics equipment, instruments, electrical systems, heating
12 systems, hydraulic systems, automotive equipment, and machine tool work in connection
13 therewith, including all general building maintenance and construction work.

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15 A Mechanic will be responsible for the completion of paper work and reports in
16 connection with his normal assigned duties.

18 The Company may require bidders for Mechanic vacancies in Line Maintenance
19 to possess aircraft and engine licenses and/or a general radio telephone operator's license.

21 Line Avionics Maintenance personnel may be assigned to assist with other
22 mechanical related work as required to meet the needs of the service at Line and Line
23 Maintenance "C" Check stations.

25 | Where the Company, at its sole discretion, elects to utilize mainline mechanical
26 and related personnel to perform MDA work, such employees will operate under the
27 terms of the existing CBA except that the Company may elect to provide necessary MDA
28 training to employees assigned by the Company to perform such work in their location,
29 classification and on their shift. Such trained employees will be subject to a 9 month
30 stability period as described in Article 17, J of the Basic Agreement.

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At Pittsburgh, Mechanics will maintain
tools, equipment and the Tool room.¶

32 | **(D)** Lead Stock Clerk

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34 The work of a Lead Stock Clerk shall be the same as that of a Stock Clerk, and, in
35 addition, he shall be the employee who assigns, directs and approves the work of Stock
36 Clerks. On each shift where three (3) or more Stock Clerks are on duty, at least one (1) of
37 them shall be a Lead Stock Clerk. The working group assigned to a Lead Stock Clerk
38 shall consist of not more than **eighteen (18)** Stock Clerks. A minimum of six (6) Lead
39 Stock Clerks shall be maintained.

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41 | **(E)** Stock Clerk

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43 The work of a Stock Clerk shall consist of storeroom work, including receiving, shipping,
44 checking, inspecting, issuing, inventorying, storing, and warehousing of supplies,
45 equipment and materials, the operation of stores equipment, the preparation and
46 maintenance of required records and reports, and other storeroom work, and to include

1 | the inventory portion of the field audit at all Maintenance locations, AOG parts may be
2 | transported by vendors or other employees of the Company.

Deleted: When AOG parts or material are transported by ground from a station where a Stock Clerk is located on a regular basis, such transport of parts and material will be performed by the Stock Clerk classification

4 | **(E) Lead Utilityman**

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6 | The work of a Lead Utilityman shall be the same as that of a Utilityman and, in
7 | addition, he shall be the employee who assigns, directs and approves the work of
8 | Utilitymen. On each shift where three (3) or more Utilitymen are on duty, at least one (1)
9 | of them shall be a Lead Utilityman. The working group assigned to a Lead Utilityman
10 | shall consist of not more than sixteen (18) Utilitymen. A Lead Utilityman will not be
11 | required where there are three (3) Utilitymen on duty for one (1) shift during a week as a
12 | result of days off rotation. When no Lead Utilityman is required, Utilitymen will be
13 | assigned to a Lead Mechanic on the same shift, shop and department, provided that the
14 | Lead Mechanic's ratio is not exceeded. A Lead Utilityman will be responsible for the
15 | completion of paper work and reports in connection with his normally assigned duties.
16 | The formulation and distribution of work cards by Planners to Utilitymen will not be
17 | considered a violation of this paragraph, provided such work is confined to the
18 | Maintenance Check and Aircraft Base Maintenance.

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20 | **(G) Utilityman**

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22 | The work of a Utilityman may include cleaning, washing, and polishing the
23 | interior and exterior of airplanes, airplane parts, ramp equipment, hangars, shops, locker
24 | rooms, and washrooms. Utilitymen may also be required to perform cabin service such
25 | as placing and arranging in aircraft, magazines, newspapers, flight kits, and other
26 | passenger conveniences. Utilityman will continue to perform base maintenance utility
27 | work. All other utility work and all associated duties may be performed by vendors or
28 | other Company employees. Utilitymen shall not be permitted to perform Mechanic's
29 | work of any class, except as provided for in paragraph (K) of this Article. Effective the
30 | date of signing of this Agreement, the Company may hire Utilitymen on a part-time basis
31 | (as provided for in Letter of Agreement on page 120).

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34 | **(H)** If the number of Leads on a shift, within a bid area, exceeds the number required,
35 | the senior Lead on duty will be utilized as the Lead and the junior Lead on duty
36 | may be assigned to work in the basic classification as part of the crew.

38 | **(I)** Any employee may be assigned to driving Company equipment without a
39 | reduction in pay. However, the minimum hourly rate for truck driving shall be
40 | five cents (\$.05) per hour above the highest Utilityman's rate and for a period of
41 | not less than four (4) hours, except when so assigned for less than one (1) hour.

43 | **(J)** Employees may be assigned other work for which they are qualified (e.g.
44 | mechanics performing DQC). Employees may be required to perform duties in
45 | lower classifications (lavatory and airsickness excluded) without a reduction in
46 | pay rate.

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In BOS, CLT, DCA, LAX, SFO, LGA, PHL and PIT utility will continue to perform cabin service cleaning on through flights and RON aircraft cleaning including scheduled interior and exterior SCOs, lavatory servicing, potable water servicing and line utility facility cleaning. In all other maintenance locations utility will continue to perform RON aircraft cleaning including scheduled interior and exterior SCOs and any applicable facility cleaning only. All other utility work in these locations may be performed by other US Airways employees or vendors. ¶

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~~(K) Employees not covered by this agreement may perform receipt and dispatch duties including ancillary duties associated with receipt and dispatch in any location.~~

~~(L) Deicing may be performed by vendors or other employees of the Company.~~

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- Deleted: .** For application of this provision, the operation of an air-start unit on shifts where mechanics are staffed is considered to be mechanic's work
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- Deleted:** Mechanics will continue to perform the dispatch function of operating the pushback vehicle in BOS, DCA, LGA, PIT, CLT and PHL. During deicing events, irregular operations or when mechanics are not available due to performing non-dispatch mechanic duties on other aircraft, any other IAM represented employee may perform the dispatch function. ¶
- ¶
Note: It is not the intent of the parties to utilize this provision in order to modify hangar staffing procedures or advance planning for deicing.¶
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ARTICLE 5.
HOURS OF SERVICE

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(A) A standard workday shall be, unless otherwise specified herein, shall be eight-and-one-half (8-1/2) consecutive hours, including a one-half (1/2) hour unpaid meal period. No employee will be required to keep more than one (1) time card during a shift.

Deleted: . A shift with a scheduled starting time at or after 2000 but before 0559 shall be eight (8) consecutive hours including a one-half hour paid meal period

(B) Five (5) consecutive workdays as described above, midnight Sunday to midnight Sunday, shall constitute a standard work week. Employees shall be granted two (2) consecutive days off in each work week or Sunday in one work week and Monday in the following work week.

All employees will be allowed a five (5) minute cleaning up period at the end of each shift which an employee can use for wash up and changing clothes.

All employees who are not assigned to the Line at the terminals will be allowed a twelve (12) minute rest period during the first (1st) half of their shift and twelve (12) minute rest period during the last half of their shift for the purpose of relaxation, smoking, etc. Employees who work the Line will be allowed reasonable breaks as time will permit. Employees will be permitted to smoke only in Company designated smoking areas.

(C) When only one (1) shift is employed at a particular station or facility, the starting time of the shift will not be earlier than 6:30 a.m. and not later than 8:00 a.m., and all employees will be allowed an unpaid meal period of not to exceed thirty (30) minutes within the limits of the fourth (4th) and fifth (5th) hours of the shift.

(D) Where two (2) shifts are employed, the starting time of the first (1st) shift will be governed by paragraph (C) above, and the second (2nd) shift will start no earlier than thirty (30) minutes prior to the end of the first (1st) shift.

(E) Where three (3) shifts are employed, the starting time of the first (1st) shift will be governed by paragraph (C) above. The second (2nd) shift will start no earlier than thirty (30) minutes prior to the end of the first (1st) shift, and the third (3rd) shift will start no earlier than thirty (30) minutes prior to the end of the second (2nd) shift, and the same allowance for a lunch period shall be provided as in the case of only one (1) shift.

(F) Where three (3) standard shifts are maintained, two (2) additional shifts at each station may be established to meet the needs of the service. Any change of more than one (1) hour from the original starting time of the fourth (4th) or fifth (5th) shifts not accomplished by a realignment or re-deployment shall call for a bulletin of all jobs affected, and affected employees may exercise their seniority in accordance with the Agreement.

Shift starting times shall be either on the hour or on the quarter-hour. In establishing the fourth (4th) and/or fifth (5th) shifts at line Maintenance stations, it shall

1 not operate to cause any reduction of force of an employee who is covered by this
2 Agreement.

3
4 At Line Maintenance stations where the fourth (4th) and fifth (5th) shifts are
5 insufficient to cover the lack of shift overlap, the Company may add additional starting
6 times. Such shifts must commence within one (1) hour of the standard shift starting
7 times.

8
9 In Base Maintenance and Shop bid areas the Company may establish additional
10 shift starting times. The shift starting time for the shift will not be earlier than 0630 and
11 not later than 0800.

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For the purpose of overnight cleaning, additional shifts may be established to meet the needs of the service for line maintenance.¶

12
13 **(G)** The regular starting and stopping time for all shifts and days off will be scheduled
14 and posted at each station or facility, and shall not be changed without five (5) calendar
15 days notice to any employee affected by such change. Where there are Federal or State
16 Daylight Savings laws, the hours may be changed to meet such laws.

17
18 **(H)** No employee will be called to work or be required to report to work for a shift of
19 less than eight (8) hours or pay therefor. Any employee called to work or permitted to
20 come to work when there is temporarily no work due to an Act of God or circumstances
21 over which the Company has no control, shall receive a minimum of four (4) hours pay at
22 the regular hourly rates, unless notified that there will be no work at the close of the last
23 shift he worked, or sixteen (16) hours before the start of his regular work shift, whichever
24 period is shorter.

25
26 **(I)** Employees who, because of the needs of the service, are required to take their
27 lunch period outside the limits of the fourth (4th) and fifth (5th) hours will be allowed a
28 thirty (30) minute lunch period as close to the regular lunch period as possible. Every
29 reasonable effort will be made to allow all employees to take their lunch period as
30 scheduled. Only those who must take their lunch period outside the limits of the fourth
31 (4th) and fifth (5th) hours will be paid an additional thirty (30) minutes at the straight
32 time rate.

33
34 **(J)** Any employee given a rest period of less than seven and one half (7 1/2) hours
35 due to shift rotation shall be paid at the overtime rate for the first (1st) shift worked after
36 such rotation.

37
38 **(K)** At Line Maintenance stations where three (3) shifts are not necessary, one (1) or
39 two (2) shifts may be established to meet the requirements of the service. Such shifts, if
40 established with a starting time not in accord with the provisions of paragraphs (C) and
41 (D) above, will consist of eight (8) and eight and one half (8 1/2) consecutive hours as
42 outlined in paragraph A above.

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43
44 **(L)** Employees who work on the date and shift that Daylight Savings Time goes into
45 effect will work a standard eight (8) hour day. Employees who work on the date and shift
46 that Standard Time goes into effect will be required to work one hour in addition to their
47 standard eight hour workday, and will be compensated for the ninth hour at the applicable

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1 overtime rate. If the Company determines that less than a full crew is required during the
2 last hour of the shift, it may offer employees the opportunity to leave early in
3 classification seniority order.

4

5 | **(M)** Notwithstanding any other provisions of this agreement, employees in a Lead
6 classification may be scheduled to start their shifts fifteen (15) minutes prior to the
7 normal shift starting time. As the result of this provision leads may be required to lead
8 and direct employees on this shift, and the Lead to Mechanic ratio will not apply during
9 this fifteen (15) minutes.

10

11

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ARTICLE 6.
OVERTIME AND HOLIDAYS

(A) The rate of time and one-half (1 1/2 x), computed on an actual minute basis, ~~and,~~ shall be paid ~~on base rates of pay only~~ as follows:

1. For all work performed in excess of eight (8) paid hours in any one (1) day.
2. For all work performed either in advance of or after regularly scheduled hours.
3. For ~~all hours worked on any~~ regularly scheduled day off each work week.

(B) ~~Employees who change shifts or days off due to re-bids, realignments, redeployments or bidding on another job shall not be paid overtime as a result of such change. However, an employee shall be paid overtime when his shift, or days off are changed by the Company and the work week provisions are thereby violated.~~

Example: Employees that do not have the seniority to remain on their shift during a re-bid realignment, redeployment, or who are bumped or abolished and therefore required to bid to a different shift will be paid at the overtime rate if the work week provisions are violated.

For overtime purposes, the twenty-four (24) hour period shall begin with the starting time of the employee's regularly assigned shift.

(C) Employees will observe the following holidays each year on the dates established by Federal law, and all employees shall be paid their straight time rate for eight (8) hours; ~~New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.~~ The actual day on which the holiday falls will be observed as the holiday.

If a holiday falls on an employee's day off, that employee will be paid in accordance with the first (1st) sentence of paragraph (C).

The Company shall give at least five (5) days notice of any reduction in the required complement on any of the foregoing holidays.

When a full scheduled crew is not required to work on a holiday, employees will be offered the holiday off on the basis of time under the Agreement, seniority by classification, shift, and department until the reduced complement is achieved. Once the reduced complement is achieved and the Company finds it necessary to increase the complement, those employees in the bid area who were not afforded an opportunity to work by reason of such reduction will be asked to work first in order of time under the Agreement, seniority by classification, shift and department prior to utilizing the overtime list.

- ~~Deleted: ,~~
- ~~Deleted: adjusted to the nearest tenth (1/10) of an hour with a minimum of one (1) hour overtime~~
- ~~Deleted: the first (1st) four (4) hours in excess of eight (8) paid hours in any regular work day and for the first eight (8) paid~~
- ~~Deleted: one (1) of the two (2)~~
- ~~Deleted: s~~
- ~~Deleted: The rate of double time (2 x) shall be paid as follows:¶~~
 - ~~1. For all hours in excess of the first eight (8) paid hours on one (1) of the regularly scheduled days off each work week.¶~~
 - ~~2. For all paid hours worked on the second (2nd) regularly scheduled day off if any part of the first (1st) regularly scheduled day off has been worked.¶~~
 - ~~3. For all time worked in excess of twelve (12) paid hours in any twenty-four (24) hour period.¶~~
- ~~Deleted: , plus any premium normally paid~~
- ~~Deleted: Memorial Day,~~
- ~~Deleted: the Day After Thanksgiving,~~
- ~~Deleted: and the Employee's Birthday~~
- ~~Deleted: Washington's Birthday and Good Friday will be added to the list of holidays effective December 31, 2008.~~
- ~~Deleted: When the Employee's Birthday falls on any of the aforementioned holidays, the day following such holiday shall be the Employee's Birthday. When an Employee's Birthday falls on February 29th, March 1st shall be observed as the holiday (except leap year). An employee, at his option, may move his Birthday holiday to another day, other than another holiday, not more than thirty (30) calendar days prior to or following his actual birthday. If the employee is moving the Birthday holiday to a date after his birthday, notification must be made to management at least ten (10) calendar days prior to the actual birthday. If the employee is moving the Birthday holiday to a day prior to the actual birthday, the employee must notify management at least ten (10) calendar days prior to the day to which it is being moved. Approval for moving a Birthday holiday will be based on the needs of the service. An employee exercising this option will be given the day off and not be eligible for any overtime, incl[... [24]~~

1 In addition to the eight (8) hours pay for the holiday, employees who are
2 scheduled to work on a holiday shall be paid at the rate of straight time for the first eight
3 (8) paid hours worked.

Deleted: time and one-half (1 ½ x)

4
5 For pay purposes the twenty-four (24) hour holiday period shall begin with the
6 starting time of the employee's regularly assigned shift.

Deleted: Employees required to work more than eight (8) paid hours on a holiday shall be paid in accordance with the overtime provisions, with triple time (3 x) being the minimum.

7
8 **(D) 1.** An employee who is required to work (scheduled to work) may, at his option
9 and upon notification to his supervisor, elect to work at the straight time rate on these
10 holidays and receive one (1) compensatory day off at his regular straight time rate for
11 each day worked. Such time will be taken by mutual agreement between the employee
12 and his supervisor.

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When a holiday falls on an employee's day off, he shall be paid at the applicable holiday overtime rate for all hours worked in excess of eight (8) paid hours, i.e., for the sixth (6th) day -- holiday pay plus double time (2 x) for the first eight (8) paid hours and triple time (3 x) for all paid hours worked in excess of eight (8) paid hours; for the seventh (7th) day -- holiday pay plus double time and one-half (2 1/2 x) for the first eight (8) paid hours worked and triple time and one-half (3 1/2 x) for all paid hours worked in excess of eight (8) hours. ¶

Deleted: time and one-half (1 1/2 x)

13
14 **2.** Employees not scheduled to work or scheduled to work but not required to
15 work on the above mentioned holidays, will be compensated for the day for eight (8)
16 hours at their regular straight time rate and shall receive no additional time off, or may at
17 their option, receive one (1) compensatory day off at their regular straight time rate.
18 Such time off will be taken by mutual agreement between the employee and his
19 supervisor.

20
21 **3.** Any employee wishing to use a compensatory day must provide the Company
22 with no less than five (5) days and no more than fourteen (14) days written notice. The
23 granting of a compensatory day will be made no more than seven (7) days nor less than
24 five (5) days before the day requested. When more than one employee requests a
25 compensatory day, seniority under the agreement will govern. Once granted, senior
26 employees will not be permitted to take compensatory days already awarded to a junior
27 employee. If an employee gives less than the minimum required five (5) day notice, the
28 Company may, at its sole option, grant the compensatory day request.

29
30 **4.** The maximum number of compensatory days to be accrued will be ten (10).
31 Thereafter, no further accrual will be allowed and the employee will be paid at the
32 applicable rate of pay for the holiday.

33
34 **5.** The priority for the granting of compensatory time off will be as follows:
35 Day-at-a-Time (DAT) vacation then compensatory day off (holiday).

36
37 **(E)** Overtime shall be distributed as equally as possible among all qualified
38 employees of a shop or shift where overtime is required. Appropriate charts shall be
39 maintained on the bulletin board in each shop. In order to assure a more equal
40 distribution of all overtime among employees, the overtime rules as agreed upon shall be
41 used.

42
43 Management may maintain employee qualification lists in each bid area based on
44 training records and/or work experience. The qualification lists shall be accessible to
45 employees and will be kept current to reflect each employee's qualifications for overtime
46 and field service. Qualification training will be provided by the Company through on the

1 job training (OJT) subject to the availability of the work, by classification seniority, on
2 the shift, within the bid area, to employees who request it.

3
4 When classroom training is required, the Company will advise employees who
5 request classroom training (applicable to their bid area) of the earliest reasonable date
6 their training is scheduled to begin. All provisions of Article 17, paragraph J will apply.

7
8 **1.** IAMAW committeemen will keep overtime distribution charts by crews,
9 departments, shops, or stations as may be agreed to locally between the Local Committee
10 and management. Names will be listed in order of time under the Agreement and the lists
11 will be kept posted on the bulletin board.

12
13 **2.** The supervisor who authorizes the overtime will contact the respective
14 committeeman and advise him of the job to be performed, any qualifications required, the
15 approximate duration of the job, and the number of employees required. In the absence
16 of the committeeman, the alternate committeeman, or in his absence, another member of
17 the crew, shall act as the committeeman for overtime arrangements.

18
19 Where an employee is called for overtime for a specific job, and for unforeseen reasons
20 beyond Maintenance management's control the work no longer exists, the employee will
21 be given the option to remain for the period of the overtime call to perform other work or
22 to go home and receive four (4) hours recall pay at the applicable overtime rate (per
23 paragraph (I)) or hours worked, whichever is greater. If the employee elects to work,
24 another employee will not be entitled to claim an overtime bypass.

25
26 **3.** The Company will provide to the committeeman an accurate attendance list
27 for use in calling overtime. On the OM-87 form, the committeeman will furnish the
28 supervisor with the names of the eligible men who are lowest on overtime. The
29 supervisor will initial the list of accepted names and rejected names in duplicate. Those
30 disqualified by the supervisor will not be contacted. However, any such employees may
31 file a grievance if they feel that an error has been made. No employee shall have a
32 grievance against the Company if he is bypassed by the committeeman or if the
33 committeeman errs in his report.

34
35 **4.** The committeeman will, by Company telephone, contact the employee(s)
36 lowest on overtime (who have been approved) to procure acceptance, non-acceptance, or
37 no contact. The supervisor may contact employees for overtime when it is impractical
38 for the committeeman to do so. Any employee bypassed by the supervisor may file a
39 grievance.

40
41 **5.** An employee who cannot be contacted for overtime will be charged for the
42 overtime at his overtime rate or a maximum of eight (8) straight time hours, whichever is
43 the lesser. An employee who declines overtime or an employee who fails to list his
44 telephone number on the overtime list will be charged for the overtime he could have
45 worked at his overtime rate. An employee who works overtime will be charged on a
46 converted basis for the number of hours worked. **Example:** four (4) hours at time and
47 one-half (1 1/2 x) will be charged six (6) hours. An employee who accepts overtime and

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(2 x) will be charged eight (8) hours, etc

1 only works part of the assignment will be charged the full amount offered. Employees
2 not contacted during a one (1) hour period from the beginning or end of their shift will
3 not be charged.

4
5 Employees on an authorized absence will remain status quo for a period of
6 thirty (30) work days. Upon their return to work from absences greater than thirty (30)
7 work days they shall receive the average overtime of the employees on the overtime list
8 or their actual overtime, whichever is higher. Employees returning to positions covered
9 under this Agreement will receive the average of the crew or their actual overtime,
10 whichever is greater, plus all overtime worked outside the Agreement. Employees on
11 authorized absences will not be eligible for overtime until they return to work on a
12 regular shift. Authorized absences include: vacation, sick leave, medical leave,
13 educational leave, compensatory day off, injury leave, jury duty, formal classroom
14 training, personal leave and authorized Company or Union business. An authorized
15 absence will begin at the end of the employee's last regular shift prior to the authorized
16 absence. An employee may be asked to work overtime in conjunction with his last shift
17 preceding his days off, prior to his vacation. If the overtime is worked, the employee will
18 be charged. A refusal will not be charged. An employee reporting off sick for a
19 regularly scheduled shift will be ineligible for overtime from the beginning of his absence
20 until he returns to work on his next regularly scheduled shift.

21
22 **6.** The Company will give as much notice as possible of contemplated overtime,
23 but for charge purposes, no minimum notice is required.

24
25 **7.** If the overtime is for a period of less than three (3) hours and it is near the
26 end of a shift before it can be determined that overtime is necessary, the committeeman
27 may bypass the lowest man if he is off duty and offer the overtime to the employee
28 working the job or if he refuses, the next lowest respective classification employee just
29 getting off duty shall be asked and so on.

30
31 **8.** Overtime on any job ~~may be assigned to any department by the Company.~~

Deleted: will be performed by the crew or department which normally performs that work, and if more than one (1) crew or department performs a certain type of work, the crew or department which is performing the job on straight time shall work the overtime needed to complete the job. **Example:** metal work by Metal shop and by Aircraft Base Maintenance.

32
33 **9.** When overtime arises in a shop during Saturday or Sunday, or after the shop
34 has gone off duty, the committeeman or in his absence, another member of the crew in
35 maintenance, on duty, shall handle overtime matters which arise.

36
37 **10.** Employees transferring to a different crew, department or station shall
38 receive the average overtime credit for the list being used.

39
40 **11.** Names of new employees will be placed on the proper overtime list at the
41 end of their probationary period and they shall receive the average overtime credit of the
42 list.

43
44 **12.** Employees who transfer temporarily to a different crew or department for
45 eight (8) hours or less shall remain on their regular overtime list and employees who
46 transfer temporarily to a different crew or department for more than eight (8) hours shall
47 receive the average overtime credit of that list and shall remain on that list until they

1 return to their regular crew or department. Upon return to their regular crew or
2 department, they shall receive the overtime total they had when they left, plus any
3 overtime charged to the employees while transferred.
4

5 **13.** Employees called at home for a field trip who cannot be contacted will be
6 charged for the overtime rate or the maximum of eight (8) straight time hours, whichever
7 is the lesser. Employees who decline a field trip will be charged for the overtime at their
8 overtime rate. This rule will not apply where there is less than two (2) hours notice of the
9 field trip.
10

11 **14.** Employees who decline overtime shall be charged at their applicable rate
12 with the amount of overtime offered unless the requirement for such overtime no longer
13 exists.
14

15 **15.** Employees accepting and working an overtime call of four (4) hours or more
16 may be asked to extend and work additional overtime. If an employee declines an
17 extension of overtime, he shall not be charged with a refusal.
18

19 **16.** If an employee has worked sixteen (16) consecutive hours or more
20 (exclusive of unpaid meal periods) on a field trip or at his Base station, the Company
21 reserves the right to disqualify him from working any additional overtime for a period of
22 seven (7) hours. At the end of the seven (7) hour rest period he will again be governed by
23 the overtime rules. Any employee working more than sixteen (16) consecutive hours
24 (exclusive of unpaid meal periods) will be charged for all overtime hours worked. Any
25 employee refusing to work more than sixteen (16) consecutive hours (exclusive of meal
26 periods) will not be charged for such refusal.
27

28 **17.** For field trips, the Company may assign either Mechanics or Lead
29 Mechanics provided, however, if ~~four (4)~~ Mechanics are sent, one (1) must be a Lead
30 Mechanic unless the field trip is required at a station where Lead Mechanics are on duty,
31 in which case a Lead Mechanic need not be sent if the normal Lead Mechanic to
32 Mechanic ratio will not be exceeded at that station.
33

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34 **18.** An Inspector ~~or DQC~~ will be dispatched when field service is dispatched
35 from a station where Inspectors are located when that field service requires inspection
36 work and no inspector is staffed at the field service station.
37

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38 **Note:** Inspectors ~~or DQC~~ may be dispatched from any inspection station.
39

40 **19.** The Company may dispatch the eligible on-duty employee, low on the
41 overtime list, for field service when such field service involves transportation by common
42 carrier and the scheduled departure is within one (1) hour from the time it is determined
43 that the field service is necessary. The overtime list will be called for field service when
44 air taxi or ground transportation is used for travel and overtime is anticipated.
45

1 **20.** When a crew is dispatched for field service and the conditions of a field
2 service trip change, e.g., job requirements or additional work, employees who have
3 accepted the trip and agree to the work under the changed conditions, may be utilized.
4

5 **21.** In the event sufficient personnel are not available to meet the overtime
6 requirements, qualified personnel from another section, shift or shop shall be requested to
7 work overtime.
8

9 These rules may be revised when necessary provided mutual agreement is
10 reached between management and the Local Committee with a copy to and subject to the
11 approval of the District Representative and the Director of Labor Relations.
12

13 **(F)** No employee will be expected to work overtime against his wishes except for
14 deicing purposes only, when all eligible and qualified employees on duty within the bid
15 area have declined the overtime extension. In such cases, the junior employees just
16 getting off duty, within the bid area, may be required to work up to three (3) hours of
17 overtime or until sufficient employees arrive, whichever is earlier. This provision does
18 not apply to anyone who has worked sixteen (16) or more consecutive hours (exclusive of
19 meal periods) at the time of the extension. **(See letter on page 149)**
20

21 **(G)** Employees who are called to work on a day off shall be offered no less than four
22 (4) hours at the applicable rate. When there is more than four (4) hours work involved,
23 the employee shall be offered eight (8) paid hours work at the applicable rate. The
24 Company may require employees to work the full overtime period accepted.
25

26 All time worked in excess of eight (8) paid hours on a day off will be computed
27 on an actual minute basis. ~~Pre-shift overtime which is in conjunction with a regular~~
28 ~~workday will be computed on an actual minute basis, and paid at the applicable overtime~~
29 ~~rate.~~
30

31 **(H)** For continuous service after regular working hours, employees will not be
32 required to work more than two (2) hours without being permitted to go to meals, and
33 these employees will be allowed a thirty (30) minute unpaid period in which to eat.
34

35 Employees reporting for work of at least four (4) hours pre-shift will be allowed a
36 thirty (30) minute unpaid meal period in which to eat within their pre-shift period.
37

38 **(I)** Employees shall be given as much advance notice as is practical when overtime is
39 contemplated. When an employee completes his shift and is recalled to work, not in
40 conjunction with his regularly scheduled shift, he will be paid no less than four (4) hours
41 at the overtime rate applicable for each call.
42

43 **(J)** Employees who have been required to work sixteen (16) or more consecutive
44 hours (exclusive of unpaid meal periods) will be given a rest of at least seven (7) hours
45 before being required to report to work again. In the event this rest period extends into a
46 regular work shift, the employee will be paid for such time lost at regular straight time
47 rates.

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Deleted: except where the pre-shift work is accomplished on or after 2000 hours and before 0559 hours where the meal period shall be paid

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(K) No overtime shall be worked except by direction of the proper supervisory personnel of the Company, except in cases where prior authority cannot be obtained.

(L) An employee bypassed for overtime in violation of these overtime procedures will be eligible to work a like period of time on a scheduled shift at a time mutually agreed to by the employee and the Company. The overtime bypass will be limited to only the employee who should have been offered the overtime as provided for in this article.

The shift will be at the same rate of pay as bypassed, contain the same number of hours as those bypassed and must be worked within fourteen (14) calendar days of the determination that the bypass occurred.

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ARTICLE 7
TRAVEL PAY

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4
5 (A) When employees engage in field service from their Base station to restore
6 Company airplanes or equipment to service, they shall be paid for such work on the same
7 basis as at their Base station with a minimum of eight (8) hours at their straight time rate
8 for each twenty-four (24) hour period. Furthermore, Line Mechanics on field service for
9 an AOG condition will not have their regularly assigned shift changed.

10
11 (B) All traveling or working shall be at applicable rates, including all time spent
12 traveling by common carrier or waiting in connection with field service as defined in
13 paragraph (A) above. When an employee is required to travel on a regular day off, he
14 will be paid for working, waiting, and traveling as follows:

15
16 Day (s) Off: Time and one-half (1 1/2x) for all hours,

17
18 If field service/travel is interrupted for any reason and the employee is
19 released by an authorized agent of the Company for a period of seven (7) consecutive
20 hours or more, he shall not be paid for the time released, but in no event shall the
21 employee receive less than eight (8) hours pay during any twenty-four (24) hour period
22 while away from his Base station, provided, however, that the Company may schedule
23 him to take his regular days off without compensation except for the reasonable and
24 necessary expenses provided for in this Article.

25
26 (C) Employees required to work after traveling in connection with field service shall
27 be paid at the overtime rate applicable for all hours worked in excess of eight (8) hours
28 travel, waiting and working time for the day in question.

29
30 (D) Upon completion of such field service, an employee shall return to his home
31 station in accordance with the order received at the time he left his home station, or in
32 accordance with the orders he receives from the person to whom he was ordered to report
33 in the field, and shall be compensated for the return trip in accordance with the provisions
34 of paragraphs (B) and (C) above; except those employees on field service who are
35 released from duty and elect to return to their Base station rather than to remain in the
36 field will be paid their travel time as though they had traveled on the designated flight.
37 Furthermore, they will not be required to report for their regularly assigned shift at their
38 Base station until the scheduled arrival of the designated flight.

39
40 (E) An employee involved in field service, special assignments or training away from
41 his Base station will receive an hourly per diem allowance of one dollar sixty five cents
42 (\$1.65) per hour to cover all incidental expenses (excluding lodging and transportation
43 cost) incurred during such assignments. The allowance will increase to one dollar
44 seventy (\$1.70) per hour after one (1) year from the date of the signing of this
45 Agreement. The per diem allowance will commence at the departure time of the
46 employee to field service, special assignment or training and will cease at the employee's
47 return time. The time of departure and return will be provided by the employee and

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¶ Second Day Off: Double (2x) for all hours, if any part of the sixth (6th) day has been worked.

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1 included on his expense statement for such assignments. Such employee will not be
2 entitled to the foregoing hourly per diem during periods of time he has returned to his
3 residence or Base inclusive of travel time during personal time off from field service,
4 special assignment or training.
5

6 Upon the employee's request, the Company will provide round trip space positive
7 passes for travel on Company aircraft, on his days off, to and from his residence or Base
8 while on training assignments away from his Base station. Such employee will not be
9 entitled to hotel or other away Base expenses during periods of time he has returned to
10 his residence or Base. All space positive passes, used and unused, must be returned by
11 the employee when he files his expense statement for the training assignment.
12

13 Upon application, an employee will be given an advance by the Company to
14 cover his expenses while away from his Base station.
15

16 Within five (5) days after returning to his home station, or at the close of each
17 week in the event an employee is away for a period longer than one (1) week, the
18 employee shall submit an expense account in accordance with Company regulations, and
19 if the employee has returned to his home station, it shall be accompanied by the balance
20 of any expense money advanced, but not accounted for on the expense account.
21

22 **(F)** Employees who are temporarily transferred from their home station to fill
23 temporary vacancies shall be paid in accordance with paragraphs (B) and (C) of this
24 Article for the time necessary to travel in connection with such temporary transfer, and
25 they shall receive necessary and reasonable expenses for transportation, meals and
26 lodging in accordance with paragraph (E) of this Article.
27

28 **(G)** When an employee is away from his home station filling a temporary vacancy, he
29 shall be paid straight time and overtime based on the shifts as scheduled at the location of
30 the temporary vacancy, but in no event shall he receive less than eight (8) hours pay for
31 each day. Provided, however, that the Company may schedule him to take his regular
32 days off without compensation except for the reasonable and necessary expense provided
33 for in paragraph (E) of this Article.
34

35 **(H)** Employees called from home for field service after completing their regular shift
36 assignment or on a regular day off will be allowed one (1) hour as preparatory time at the
37 overtime rate, and in all possible cases, will be given two (2) hours or more notice before
38 departure time. Employees on a regular shift assignment will be allowed time to prepare
39 for a field service assignment without loss of pay.
40

41 **(I)** When an employee receives a special assignment to attend training classes
42 pertaining to his work, or to fulfill other special assignments not constituting field service
43 or the filling of temporary vacancies, he shall receive compensation not to exceed eight
44 (8) hours per day for the time spent in traveling or waiting, at the applicable rate. If such
45 special assignment involves traveling after completion of his regular work for the day, he
46 shall be paid at the straight time rate for all hours spent traveling and waiting including

1 hours in excess of eight (8) hours. When an employee is required to travel on a regular
2 | day off, he shall be paid in accordance with paragraph (B) of this Article.

3
4 (J) When employees are required to work alone in remote areas, the Company will
5 keep the station or facility open and another Company employee on duty to provide
6 immediate communication and safety surveillance.

7
8 | (K) No employee will be required to travel on field service in a single engine aircraft
9 against their wishes.

10

Deleted: Employees who attend training shall receive the shift premium, if any, associated with their normal shift. Employees who are assigned to training prior to transferring to another bid area shall receive the shift premium, if any, associated with the bid area and shift to which the employee is transferring.

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ARTICLE 8.
SENIORITY

(A) Seniority under this Agreement shall be by Basic Classification and by Premium Classification (within a Basic Classification) and shall accrue from the date of entering a classification on a regular assignment. Basic Classifications to be recognized for seniority purposes shall consist of Mechanic, Stores, Utility, Planner, Technical Documentation and Quality Assurance (QAC).

The Premium Classifications to be recognized for seniority purposes within the Basic Classifications shall be as follows:

- Mechanic Classification will include Premium Classifications of MOC, Inspector, Lead Mechanic.
- Stores Classification will include the Premium Classification of Lead Stock Clerk.
- Utility Classification will include the Premium Classification of Lead Utilityman.
- Planner Classification will include the Premium Classification of Senior Planner. (Premium Seniority is the same as Basic Seniority)
- Technical Documentation Specialist Classification will include the Premium Classification of Senior Technical Documentation Specialist. (Premium Seniority is the same as Basic Seniority)
- Quality Assurance (QAC) Classification will include the Premium Classification of Senior Quality Assurance Auditor and Quality Assurance Auditor. (Premium Seniority is the same as Basic Seniority)

Accrual of seniority for pay purposes shall not exceed ninety (90) days for employees who are laid off.

If an employee is promoted to a higher classification covered by this Agreement he will continue to accrue seniority in the lower classification. If an employee is upgraded while on probation and completes ninety (90) work days of service with the Company he will be considered to have completed probation in the lower classification.

Employees working in a higher classification will also progress through the lower classification pay scale. Employees working in a lower classification will not progress through a higher classification pay scale.

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1 (B) Unless otherwise specified in this agreement, bidding for shifts and days off,
2 vacancies, new jobs, promotions or displacements involving Basic Classification positions
3 shall be by Basic Classification Seniority, i.e. Mechanic, Stores, Utility, etc. Bidding for
4 shifts and days off, vacancies, new jobs, promotions, displacements or transfers involving
5 Premium Classification positions shall be by Premium Classification Seniority, i.e. Lead
6 Mechanic, Inspector, etc. (See Article 9 (H) All reductions in force and recalling after a
7 layoff shall be by basic classification and should such reduction require an employee to
8 vacate a premium classification, the employee filling such vacancy must be senior on the
9 basis of basic seniority than the senior employee reduced from the station at the time of the
10 reduction. See Letter of Agreement page ??? (targeted select process).

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11
12 (C) New employees shall be regarded as probationary employees for the first ninety (90)
13 work days of their employment, and there shall be no responsibility on the part of the
14 Company for the re-employment of probationary employees if they are discharged or laid
15 off during this period. If retained in the service after the probationary period, the names of
16 such employees shall then be placed on the seniority list for their respective classification in
17 order of the date of their original hiring at the point and on the system seniority roster. The
18 Company will furnish the Local Chairman and the General Chairman with the names,
19 classification, department, and rate of pay of all new employees on the first (1st) of each
20 month.

21
22 (D) Employees laid off or affected in a reduction of force at a station with two (2) or
23 more years of service under this Agreement who after exercising all seniority in the proper
24 work classification at their station, shall receive a paid move in accordance with Company
25 Policy. Such move must be made within one hundred eighty (180) days. This provision of
26 paid moves will be eliminated January 1, 2006.

27
28 In the event of the geographical relocation in whole or in part of any of the work
29 performed by employees covered by this Agreement, the employees affected will be given
30 an opportunity to transfer to the new location at Company expense. Employees so
31 transferred shall suffer no loss of seniority or pay, nor any reduction in classification or
32 hourly rate.

33
34 (E) Seniority lists corrected to December 1st and prepared by the Company shall be
35 furnished to the Local Chairman and the Assistant General Chairman and shall be posted in
36 each hangar and facility no later than the last day of January and the last day of July each
37 year. Such lists will be subject to correction upon protest, with facts, in writing to the Senior
38 Vice President of Maintenance Operations, but if no complaint is made within thirty (30)
39 days of posting, the list as published will be assumed to be correct. Any employee on leave
40 at the time of posting of the list shall have a period of fifteen (15) days from the date of his
41 return to service to file a protest. In preparing seniority lists when it is impossible to
42 determine the proper order by date of entering the classification, time under the Agreement,
43 or by length of service with the Company, then the names shall be listed in alphabetical
44 order by surname.

45
46 (F) In the event of a reduction in force, seniority as per paragraph (B) above will govern.
47 Ten (10) work days notice will be given employees affected before any normal reduction is

1 made and a list of those to be reduced will be furnished to the Local Chairman and General
2 Chairman prior to notifying the employees affected. However, this provision is not
3 applicable when where there is temporarily no work because of work stoppage or strikes by
4 employees of the Company. During those circumstances the Company retains the right to
5 reduce the working force at any shop, hangar, or facility with twenty-four (24) hours notice
6 or eight (8) hours pay.

7
8 **NOTE :** The ten day notice to the employee, described above, shall begin when the
9 employee signs for their abolishment or bump paperwork.

10
11 **(G)** Employees affected by a reduction in force (abolished) or displaced by senior
12 employees (bumped) must exercise their seniority. Junior employees abolished , or bumped
13 from their bid area, must exercise their seniority and bump the most junior employee in
14 another bid area in their station, in their classification, provided they are qualified for that
15 position. Such rights must be exercised within three (3) working days after receipt of
16 reduction or displacement notice.

17
18 Employees abolished or bumped will be absorbed in their current classification, in
19 their bid area, at their station, on their shift, when the company determines a position
20 becomes available prior to their last day worked. Realignment provisions of Article 9,
21 paragraph C, may be applied.

22
23 **NOTE:** Time will start on the regularly scheduled work day following receipt of
24 such notice and will end at the close of the regular work shift on the third (3rd) scheduled
25 work day. Such transfers shall be made without expense to the Company. Free space
26 available transportation over the Company system will be furnished the employee and
27 dependent members of his immediate family between his previous work location and his
28 new work location for a period not to exceed thirty (30) days after the effective date of
29 his transfer.

30 **BUMPING PROVISIONS:**

31
32 | Mechanic Classification: *****ONLY IF SENIORITY IS HELD*****

33
34 Maintenance Control Technician----- Maintenance Control Technician
35 |
36 Inspector
37 Lead Mechanic
38 Mechanic

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Communications Technician¶

Ground Communications Technician¶
Inspector Lead

1			
2			
3	Inspector-----	Inspector	
4		Lead Mechanic	
5		Mechanic	
6			
7	Lead Mechanic-----	Inspector	
8		Lead Mechanic	
9		Mechanic	
10			
11	Mechanic-----	Mechanic	
12		Lead Stock Clerk *	
13		Stock Clerk *	
14		Lead Utility *	
15		Utility *	
16			
17	<u>Quality Assurance Classification</u>		
18			
19	Senior Quality Assurance Auditor-	Senior Quality Assurance Auditor	
20		Quality Assurance Auditor	
21			
22	Quality Assurance Auditor -----	Quality Assurance Auditor	
23		Mechanic*	
24			
25			
26			
27			
28			
29			
30	<u>Technical Documentation Specialist Classification</u>		
31			
32	Senior Technical Documentation Specialist-	Technical Documentation Specialist	
33			
34	Technical Documentation Specialist- -	Technical Documentation Specialist	
35		Maintenance Planner*	
36			
37	<u>Maintenance Planner Classification</u>		
38			
39	Senior Maintenance Planner ---	Maintenance Planner	
40			
41	Maintenance Planner-----	Maintenance Planner	
42		Lead Stock Clerk*	
43		Stock Clerk*	
44		Lead Utility *	
45		Utility *	
46			
47	<u>Stock Clerk Classification:</u>		

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Communications----- Lead Ground
Communications Technician
Technician
Ground Communications Technician¶
Inspector¶ Lead
Inspector¶
Inspector¶ Lead Mechanic¶
Mechanic¶
¶
Ground Communications-----
Ground Communications
Technician¶
Technician Lead
Inspector¶
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¶
Lead Inspector-----
Ground Communications
Technician¶
Inspector¶ Lead
Inspector¶
Lead
Mechanic¶
Mechanic

1		
2	Lead Stock Clerk-----	Lead Stock Clerk
3		Stock Clerk
4		Lead Utility *
5		Utility **
6		
7	Stock Clerk-----	Stock Clerk
8		Lead Utility *
9		Utility *

10

11 *** Only if seniority is held and the employee is unable to hold his domicile with his**

12 **current basic seniority.**

13

14 Utility Classification:

15		
16	Lead Utility-----	Lead Utility
17		Utility
18		
19	Utility-----	Utility

20

21 **NOTE:**

- 22 1. Abolished / Bumped - Junior employees abolished, or bumped from their bid area, must
- 23 exercise their seniority and bump the most junior employee in another bid area in their
- 24 station, in their classification, provided they are qualified for that position.

25 NOTE: If unqualified for the position held by the most junior employee (i.e.

26 machinist, welder, etc.), the employee must exercise to the next most junior position

27 for which they are qualified.

28

29 In the event mechanical employees are displaced from the Machine or Weld shop and do

30 not meet the minimum qualifications of any of the mechanical jobs, as described in

31 paragraph (I) in Article 9, they will be permitted to exercise their seniority into either the

32 Ground Equipment shop or Plant Maintenance shop.

- 33
- 34 2. Unable to Exercise Basic (within location) - Employees who are unable to exercise
- 35 their Basic Classification seniority within their station, as described above may:

36 a. bump the most junior employee, by current basic classification, in any station,

37 OR

38

39 b. bump the most junior employee, in any station in a lower classification in which

40 they hold seniority,

41 OR

42 c. exercise to any vacancy (a position previously bid, that went "no bids received"

43 and is currently available for hire) in the system for which they are qualified,

44 OR

45 d. accept furlough.

46

1 NOTE: Employees who elect to exercise seniority to another station may indicate
2 their department preferences, on their exercising seniority form, within a station. The
3 company will make a good faith effort to accommodate department preferences
4 within a station for employees who have the same report date to a station by seniority
5 and subject to qualifications.
6

7 Employees may not bump from a lower basic classification to a higher basic
8 classification (i.e. utility to stores / mechanic, or stores to mechanic), or from a basic
9 classification to a premium classification (mechanic to lead mechanic, mechanic to
10 inspector, etc.)

Deleted: inspector to lead inspector

11
12 Employees who are bumped will move to their new bid area within twenty-five (25)
13 days, starting from the day they sign their bump notice.
14

15 If, after the previously stated time limits have expired and, the employee has not moved,
16 he shall receive the rate of pay of the awarded position, if higher, and the applicable
17 overtime until he has moved to the awarded job or he is awarded a second (2nd) bid or
18 his original bid is canceled.
19

20
21 **(H)** An employee holding seniority in more than one (1) basic classification, subject to a
22 reduction in force, who refuses to exercise his seniority in a lower classification at his station
23 to accept a layoff will lose that seniority which he refused to exercise.
24

25 Any employee who exercises his seniority to another station to maintain
26 employment and is subsequently furloughed shall not lose his seniority if he refuses recall to
27 a station other than the station designated as his recall station.
28

29 An employee's recall station shall be defined as that station an employee selects
30 from any station from which he was reduced.
31

32 An employee on furlough status will only be recalled to his recall station unless he is
33 awarded a bid, via the automated bid / recall system for any other vacancy.
34

35 In the event the airline no longer operates into an employee's recall station, all
36 employees now and hereafter on furlough from such station or who have selected such
37 station as their recall station will be required to select a furlough station, first from any other
38 station from which he was reduced if still active, and, if none, then from any other active
39 Maintenance station. This change of designated recall station must be made in the
40 Company's automated bid / recall system within thirty (30) days of written notice from the
41 Company. Failure to comply with the above will result in loss of employee's seniority and
42 employment status. Should the Company resume operations into an inactive station, then
43 the employee, if reduced from that station and still on furlough, can elect through the
44 notification procedures above to designate such station as his recall station.
45

1 An employee on furlough status holding seniority in more than one (1) basic
2 classification, who refuses recall to one (1) of those classifications in their designated recall
3 station, will be removed from that seniority list.

4
5 The Company will consider qualified furloughed covered employees for vacancies
6 under the Agreement prior to hiring new employees to fill such vacancies.

7
8 Employees who are on furlough shall continue to accrue seniority for a maximum of
9 five (5) years, and thereafter shall only maintain their seniority status while on furlough,
10 except that employees returning from furlough in excess of five (5) consecutive years
11 will return to the first step of the pay scale.

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12
13 Employees hereunder who accept positions outside of the bargaining unit, within
14 the Maintenance Department shall retain all accrued seniority. Any employee accepting a
15 position outside of the bargaining unit, outside of the Maintenance Department shall
16 retain all accrued seniority for one hundred eighty (180) days after leaving the bargaining
17 unit and shall thereafter forfeit it.

18
19 Employees who transfer to positions outside of the bargaining unit, within or outside
20 of the Maintenance Department may, for a one hundred eighty (180) day period, exercise all
21 seniority accrued in the case of a reduction in force, demotion, discharge for incompetency
22 or should such employee voluntarily decide to return to a covered position, in accordance
23 with the provisions of Article 10, paragraph (E) of this Agreement.

24
25 After the expiration of the above prescribed period, any employee who transferred
26 outside of the bargaining unit, within the Maintenance Department who returns to a position
27 under this Agreement in the case of a reduction in force, demotion or discharge for
28 incompetency, may only exercise his basic classification seniority to displace the most
29 junior employee in his respective classification and will be prohibited from bidding
30 premium classification positions for a period of one hundred eighty (180) days from his date
31 of return.

32 Employees may temporarily upgrade to supervisory positions on their shift, in their
33 bid area only and may be upgraded to supervisory positions a maximum of sixty (60) work
34 days in any calendar year, except employees transferred to an instructor position. Upgrades
35 of this nature will not be counted toward an employee's one hundred eighty (180) day
36 probationary period.

37
38 Proper leave of absence as used herein shall mean such employee must make an
39 application to Union's Financial Secretary for leave in triplicate on the standard leave of
40 absence forms, upon acceptance of his promotion.

41
42 Employees who accept promotion to a position above first line supervisor or higher
43 will forfeit any and all seniority under this Agreement, except that employees who may be
44 promoted directly from a position covered by the Agreement will, for a one hundred eighty
45 (180) day period from the date of promotion, be permitted to exercise their seniority as per
46 the above rules.

1 (I) Employees who are injured in the service of the Company and unable to follow
2 their regular work to advantage will be given preference of such light work as they are able
3 to handle within their work classification. (see letter of agreement on page 119)
4

5 (J) Employees covered by this Agreement will lose their seniority status and their
6 names will be removed from seniority lists under the following conditions:
7

- 8 1. They quit, resign or retire.
- 9
- 10 2. They are discharged for just cause.
- 11

12 3. They do not inform the Company in writing or by telegram of their intention
13 to return to service within five (5) days of receipt of a notice offering to reemploy
14 them.

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16 4. They do not return to the service on or before a date specified in the notice
17 from the Company after a layoff (except under circumstances beyond the
18 individual's control), which date should not be prior to fifteen (15) days after sending
19 such notice; provided that notice required by subdivisions 3. and 4. of this paragraph
20 shall be sent by Certified mail (return receipt requested) or telegram to the
21 employee's last address filed by him with the Company, and subdivisions 3. and 4.
22 of this paragraph shall not apply to offers of temporary work.

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24 5. They fail to return to work at the end of an authorized leave of absence.

25
26 6. They engage in gainful employment while on leave of absence in violation of
27 Article 10, paragraph (F).

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29 7. They are on any leave (except Military, Union or Government) for three (3) or
30 more years.

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31
32 8. Or as otherwise provided for in this Agreement.
33

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ARTICLE 9.
FILLING VACANCIES

Comment:

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47

(A) When the Company determines that a vacancy exists in a classification, such vacancy of thirty (30) work days or more will be filled using the automated bidding system. The word vacancy as used in this Article shall include the number of jobs to be filled, classification, bid area and station. A vacancy may be extended up to an additional thirty (30) work days, by mutual agreement in writing between the Company and Union (i.e., District Representative or his designee), with a copy to the Maintenance Administrator, PIT, if the vacancy is the result of an employee on sick leave, occupational leave, family leave or medical leave of absence. The affected employee must request this extension prior to the expiration of the initial thirty (30) work day period. The Local Chairman, PIT will be notified of any vacancy to be filled as it is posted on the system.

Employees who bid for vacancies and have the minimum qualifications as listed in paragraph (I) of this Article shall be awarded those jobs on the basis of classification seniority in their respective classification. Employees awarded jobs will be subject to a ~~twelve (12)~~ month stability period. Employees must accept bid awards. Stability periods end when an employee is abolished or bumped. After an employee has been chosen to fill a vacancy, the Company will post, utilizing the automated system the name of the employee selected to fill the job and his seniority number.

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Bids will be awarded on the basis of classification seniority per Article 8, paragraph (B). The employee bidding a vacancy and having the minimum qualifications as listed in paragraph (I) of this Article shall be awarded the job. Lead mechanic positions where the senior bidder does not possess Lead seniority and Inspector positions where the senior bidder does not possess Inspector seniority, will be awarded through the Targeted Selection process.

The Company shall post a notice on the automated system if there was no successful bidder for a vacancy. If a vacancy is not filled within ninety (90) days and is still considered open, the vacancy shall be bid again using the Company's automated system.

Employees who are awarded bids will be moved to their new bid area within twenty-five (25) days, starting from the date of the bid award.

If, after the previously stated time limits have expired and, the employee has not moved, he shall receive the rate of pay of the awarded position, if higher, and the applicable overtime until he has moved to the awarded job or he is awarded a second (2nd) bid or his original bid is canceled.

(B) Employees covered by this Agreement may bid for vacancies or new jobs by using the Company automated system. If vacancies or new jobs are to be posted, they will be posted on Monday and Thursday at 12:00 noon EST or EDT. Those vacancies will be available for the employee to bid on from 12:00 noon on Monday through 12:00 midnight on Wednesday for the Monday bids and through 12:00 midnight Saturday for the Thursday bids. Employees bidding for more than one (1) vacancy or new job must

1 indicate their bids by preferential order. The Company will award the vacancies and new
2 jobs to the successful bidders by 12:00 noon on Thursday for the Monday posting and by
3 12:00 noon on Monday for the Thursday posting and will post the awards on the
4 automated system for access by the employees. Employees may rescind their bid at any
5 time before midnight on Wednesday for the Monday posting or 12:00 midnight on
6 Saturday for the Thursday posting. In addition, the Company may cancel a vacancy at
7 any time prior to its closing.

8
9 (C) Local preference will govern all shift and days off changes in all bid areas at all
10 stations by respective classification. Shift / Days Off Preference Sheets will be
11 maintained within each bid area and will be utilized for all changes of shifts and days off.

12
13 Realignment, redeployment and rebids will be accomplished using the shift
14 preference sheets as follows:

15
16 1. Shift / Days Off Preference Sheets will be sorted by classification seniority Each
17 employee entering the department must complete their shift / days off preference sheet
18 and provide a copy to their supervisor and their committee person. The preference sheet
19 must be date stamped and signed by both the employee and their supervisor. The
20 preference sheet will be utilized for all realignment / redeployment / rebids. The
21 employee must retain a copy of the signed shift / days off preference sheet for their
22 records.

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23
24 A minimum fourteen (14) days notice prior to the effective date of a rebid is
25 required. This notice will contain: the cut-off date for submitting any changes to the
26 shift / days off preference listing, the date of the selection process and the effective date
27 of the rebid . The new shift breakdown, by position, and days off will also be provided.
28 Positions awarded as a result of the realignment / redeployment / rebid, must be posted at
29 least five (5) days prior to effective date of the schedule change.

30
31 Realignments may occur when there is no change in total staffing levels in a bid area by
32 classification, but there is a change in shift staffing level or start times. Employees who
33 are reduced or bumped may only exercise their seniority in their current classification and
34 bid area. Other employees in the classification and bid area will be considered for the
35 available vacancies within the bid area in seniority order in their proper work
36 classification based on their Shift Days Off Preference Sheets on file at the time of the
37 realignment.

38
39 Redeployments may occur when there is a reduction in staffing levels in a bid area by
40 classification and a subsequent change in shift staffing levels. All employees are affected
41 and participate in competing for the positions within the bid area in seniority order in
42 their proper work classification based on their Shift Days Off Preference Sheets on file at
43 the time of the redeployment.

44
45 Rebids will occur during the months of January, May and September. The cut off for
46 submitting/updating Shift Days Off Preference Sheets may not be before the 1st of the
47 month, and the effective date of the Rebid may not be later than the 15th of the month.

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Note: The realignment / redeployment / rebid will be completed by the Company and the local Union Committeeman or shop steward. Realignments / Redeployments can be completed as necessary based on needs of service.

An employee must have a scheduled report date to their new bid area prior to the cut off date for the shift selection process, to be eligible to participate in the realignment / redeployment / rebid provided the employee has submitted a shift / days off preference sheet.

Any changes received after the cut-off date will not be considered for the current realignment / redeployment / rebid and will be held for the next realignment / redeployment / rebid.

2. Station / Department - Redeploy / Rebid the Department - The redeployment / rebid will be accomplished as follows: The new staffing levels and the number of positions in the respective bid area, by shift and classification will be posted locally. All remaining employees currently in the affected bid area and classification will compete for the posted positions. The shift / days off preference listing will be utilized to bid positions for all employees. This will be completed in classification seniority order.

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3. Station / Department - Realign the Department - The realignment will be accomplished using the shift / days off preference sheets.

(D) Bids and Awards

1. Positions posted on the automated bid system will list the bid area, classification and station.

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2. Realignments may take place any time a position is posted on the automated bid system and may be prior to the arrival of the successful bidder.

3. Employees awarded a position through an automated bid will be assigned to a shift based on needs of service until the next rebid occurs.

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Note: The employee must contact their new station / department for their shift assignment. Employees will be permitted to select their days off within the assigned shift within one week of their report date.

Example: Person / Department Action

Employee Retires from shift 1
Maint Admin Bids a job for station, bid area, mechanic (note: shift is not present)

- 1 City / Dept. Moves the most senior mechanic with a shift / days off preference sheet on
 2 file, that has requested the shift and those days off, to shift 1. (i.e. from shift 2)
 3
- 4 City / Dept Moves the next most senior mechanic with a shift / days off preference sheet
 5 on file, that has requested the shift and those days off vacated by the employee
 6 above, to shift 2. (i.e. from shift 3)
 7
- 8 Maint Admin Awards the position with report date, to most senior qualified system bidder
 9
- 10 Employee Contacts new station / department for shift assignment
 11
- 12 City / Dept Assigns mechanic to the shift needed
 13
- 14 Employee Bids preferred days off according their seniority based on their assigned shift.
 15

16 **(E)** Bid area as used in this Article shall mean, as example: Avionics shop, Base
 17 Maintenance, Instrument shop, Line Maintenance, Sheet Metal shop, etc. Work
 18 assignments in a bid area will be related to that bid area.
 19

20 **(F)** Following the processing of a bid for which there are no qualified bidders, as
 21 outlined in paragraph A, the Company will consider employees in lower classifications who
 22 have submitted a request in writing, with a copy to the Union, for promotion to higher
 23 classifications. Letters of request are to be mailed, via U.S. mail, to the Maintenance
 24 Administrator, PIT, with a copy to the Local Chairman, PIT.
 25

26 Employees should submit along with all requests, a resume outlining any
 27 education and work related experience they may consider pertinent to the position for
 28 which they desire to be considered. They should also list any licenses or certificates they
 29 have acquired which are related to the position. Employees must accept a promotion they
 30 have requested and are awarded.
 31

32 An employee who has on file, with the Maintenance Administrator, PIT, a request
 33 for promotion to a higher classification in a specific skill area or specified bid area and/or
 34 station will not be considered for promotion to jobs outside that specific skill area or
 35 specified bid area and/or station unless the employee resubmits a request for promotion to
 36 the job which is posted.
 37

38 Employees selected for consideration will be selected based on their past work
 39 record, attitude and job performance; in addition to their ability to meet the minimum
 40 qualifications. Where two (2) or more employees meet the above standards and
 41 qualifications, seniority accumulated while working in classifications covered by this
 42 Agreement will determine the successful candidate. Employees bypassed on the basis of
 43 seniority will be notified in writing of the reason(s) therefor. Employees selected for
 44 promotion to a higher classification will be required to serve a ninety (90) work day
 45 probationary period. In addition, any employee who is promoted to Mechanic will be
 46 required to serve a ninety (90) work day probationary period each time he is a successful
 47 bidder to a Mechanic's job in another department or shop. Employees serving in these
 48 probationary periods will not be allowed to bid any other jobs. Employees promoted will be

1 given a minimum of thirty (30) work days to prove they can perform the work to the
2 satisfaction of the Company.

3
4 Employees who fail to pass the probationary period prescribed above will be
5 returned to their previous job and will not be permitted to bid or be upgraded to the same
6 position in any location for a period of six (6) months. Employees covered under the
7 provisions of this Article who obtain an A & P or other appropriate license will not be
8 subject to further probationary periods. Employees may be moved within their bid area for
9 the purposes of evaluation during their 90-day probationary period but must return to
10 their original bid assignment at the end of their probationary period.

11
12 (G) In the event no qualified employees bid the vacancy, no qualified furloughed
13 employees are available or no qualified employees are available for promotion, the
14 Company may hire a new employee for the vacancy or shall have the right to select filling
15 such vacancy with any qualified employee at any location willing to accept transfer at the
16 Company's expense.

17
18 (H) Premium seniority within the respective classifications will be used in the awarding
19 of all premium jobs and next in line will be the senior employee in the basic classification
20 who has the minimum qualifications as set forth in paragraph (I) of this Article except that
21 Lead mechanic positions where the senior bidder does not possess Lead seniority and
22 Inspector positions where the senior bidder does not possess Inspector seniority, will be
23 awarded through the Targeted Selection process.

Deleted: .

24
25 The senior bidder who has the qualifications required in paragraph (I) shall be
26 awarded the job. Employees bidding premium classification jobs must hold seniority in the
27 respective basic classification to be awarded the position.

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28 ~~Employees will be allowed no more than four (4) bids in a calendar year.~~

Deleted: . Moves within a bid area will not be counted. **Example:** from midnight Maintenance Check to daylight Maintenance Check

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29
30 Additionally, employees abolished or displaced will not be charged for a move upon
31 return to the job abolished or displaced from. Employees who pass up an opportunity to bid
32 back into the job abolished or displaced from will be charged for subsequent moves into said
33 job.

34
35 ~~Employees who have used their four (4) moves may bid to a premium classification~~
36 ~~but must remain in the premium classification subject to the stability period described in~~
37 ~~paragraph A in this article.~~

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38
39 Employees in stability periods are not precluded from bidding to premium
40 classifications for seniority or for new jobs, if such jobs, by classification, had not
41 previously existed on a shift or in a shop, station or department. Employees reduced or
42 desiring consideration for promotion working in the Lead Stock Clerk or Lead Utilityman
43 classification will not be precluded from such promotion or bidding into a higher
44 classification for which they do not hold seniority.

45
46 (I) The qualifications which may be used in the filling of vacancies and new jobs are as
47 follows:

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/ Valid A & P license or a
Inspector:
- all Avionics
bid areas

valid general radio
telephone operator's
license and eighteen (18) months
experience in the Company's Avionics
shop.

/ Valid A & P license or
Inspector:
- Instrument shop

a valid radio general radio
telephone operator's license and eighteen
(18) months experience in the Company's
Instrument shop.

/ Valid A & P license and one
Inspector:
- NDT

(1) year aircraft mechanical
experience.

/ Valid A & P license and two
Inspector (except):
- Avionics shop
- Instrument shop
- NDT

(2) years aircraft mechanical
experience.

Lead Mechanic:
- Line
- Avionics bid
areas

Valid general radio
telephone operator's license
and eighteen (18) months
experience as a Company Line
Avionics Mechanic.

Lead Mechanic:
- Avionics shop
- Calibration Lab

Valid general radio
telephone operator's
license and eighteen (18)
months experience in the Company's
Avionics Shop or Calibration Lab.

Lead Mechanic:
- Instrument shop

Valid general radio
telephone operator's license
and one (1) year experience in the
Company's Instrument shop.

Lead Mechanic:
- Ground Equipment
shop

High school education or
equivalent and eighteen (18)
months training in

Deleted: Lead Ground Valid
general radio telephone
Communications operator's
license and one (1) year
Technician experience as a
Company
Ground Communications Technician.
Ground Valid general radio
Communications telephone operator's
Technician license and one (1)
year
experience in the repair
and maintenance of aircraft radio
equipment and related components.

Deleted: Lead Inspector

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1		automotive/aircraft mechanical
2		maintenance or one (1) year mechanical
3		experience on aircraft or automotive
4		equipment.
5		
6	Lead Mechanic:	Valid A & P license and
7	- Line Maintenance	one(1) year Company Line Maintenance
8		mechanical experience.
9		
10	Lead Mechanic:	One (1) year Company Machine
11	- Machine shop	shop experience.
12		
13	Lead Mechanic:	Valid A & P license and one (1)
14	- Maintenance	year aircraft mechanical experience.
15	Check	
16		
17	Lead Mechanic:	High school education
18	- Plant	or equivalent and one (1)
19	Maintenance	year mechanical
20		experience on aircraft or automotive
21		equipment or one (1) year commercial
22		plant maintenance mechanical experience.
23		
24	Lead Mechanic:	One (1) year Company
25	- Plasma shop	Plasma shop experience.
26		
27	Lead Mechanic:	One (1) year Company
28	- Plating shop	Plating shop experience.
29		
30	Lead Mechanic:	Valid A or P license
31	- Tool room	and one (1) year aircraft
32		mechanical experience.
33		
34	Lead Mechanic:	One (1) year Company
35	- Weld shop	Weld shop experience.
36		
37	Lead Mechanic:	Valid P license
38	- APU shop	and one (1) year aircraft
39	- Jet Repair	mechanical experience
40	shop	in the Company's APU, Jet
41	Jet Assembly shop	Repair, Jet Assembly shops or
42	Test Cell	Test Cell.
43		
44		
45	Lead Mechanic:	Valid A & P
46	- Electric shop	license and one (1) year
47	- Base Maintenance	aircraft mechanical

1	- Hydraulic shop	experience.
2	- Accessory Shop	
3		
4	Lead Mechanic:	Valid A license
5	- Composite/ Flight	and one (1) year experience in the
6	Control Shop	Company Composite Shop
7		
8	Lead Mechanic:	Valid A license
9	- Landing Gear/Flap Components	and one (1) year aircraft.
10	Shop	mechanical experience
11	- Power Plant Shop	
12	Metal shop	
13	- Seat shop	
14	- Sheet Metal shop	
15	- Slide shop	
16	- Trim shop	
17	- Wheel & Brake shop	
18		
19	Note: One year as an Inspector in a bid area will qualify as experience for the purposes	
20	of bidding a Lead Mechanic position in that bid area.	
21		
22	Mechanic:	Valid A or P license
23	- Electric shop	or one (1) year experience in the
24		repair/overhaul of electric/electronic
25		equipment.
26		
27	Mechanic:	Eighteen (18) months
28	- Ground Equipment	training in automotive/aircraft
29	shop	mechanical maintenance or one (1)
30		year mechanical experience on aircraft or
31		automotive equipment.
32		
33	Mechanic:	Valid General radio
34	- Instrument shop	telephone operator's license
35		and one (1) year experience in the
36		repair/overhaul of aircraft instruments or
37		equivalent.
38		
39	Mechanic:	One (1) year
40	Plant Maintenance	mechanical experience on
41		aircraft or automotive equipment or one
42		(1) year commercial plant maintenance
43		mechanical experience.
44		
45	Mechanic:	One (1) year
46	- Machine shop	experience in an accredited

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Mechanic:
- Plasma shop

machine shop or a certificate of completion from an accredited vocational machine shop course and must satisfactorily demonstrate his qualifications by successfully completing a test, mutually agreed upon by the Company and Union, prior to acceptance into the Machine shop.

One (1) year experience in aircraft mechanical maintenance or eighteen (18) months training in aircraft mechanical maintenance or one (1) year experience in the Company's Machine or Weld shop.

Mechanic:
- Plating shop

Per the Letter of Agreement on **page 102**.

Mechanic:
- Test Cell

Valid P license or one (1) year aircraft mechanical experience in the Company's APU Jet Assembly or Jet Repair shops.

Mechanic:
- Weld shop

One (1) year experience in welding of type and equipment utilized by the Company and must satisfactorily demonstrate his qualifications by successfully completing a test, mutually agreed upon by the Company and Union, prior to acceptance into the Weld shop.

Mechanic:
- Line Maintenance
- Maintenance Check

Valid A & P license

Mechanic:
- Avionics shop
- Calibration Lab

Valid general radio telephone operator's license and eighteen (18) months mechanical experience in the repair and maintenance of avionics equipment or digital electronic components.

Mechanic:
- Line Avionics

Valid general radio telephone operator's license

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and eighteen(18) months mechanical experience in the repair and maintenance of aircraft avionics systems,
Or a valid A& P License and a valid general radio telephone operator’s license or in lieu of an A&P license, have the experience necessary to obtain a repairman’s certificate.

- Mechanic:**
- **APU shop**
- **Battery shop**
- **Base Maintenance**
- **Hydraulic shop**
- **Jet Assembly shop**
- **Jet Repair shop**
- **Landing Gear/Flap Components shop**
- **Lavatory shop**
- **Oxygen shop**
- **Placard shop**
- **Power Plant Shop**
- **Metal shop**
- **Seat shop**
- **Sheet Metal shop**
- **Slide shop**
- **Tool room**
- **Trim shop**
- **Wheel & Brake shop- Accessory Shop**
- **Composite /Flight Control Shop**
- **all other shops not listed**

Eighteen (18) months training in aircraft mechanical maintenance or one (1) year experience in aircraft mechanical maintenance

Lead Stock Clerk

One (1) year Company Stock Clerk experience.

Stock Clerk/Driver

High school education or equivalent or one (1) year experience in store room or material handling and a valid medical certificate (per the Letter of **Agreement on page 104**).

Stock Clerk/Stores

High school education or equivalent

1 or one (1) year experience in store room
2 or material handling and a valid medical
3 certificate per Department of
4 Transportation regulations.
5

6 Aircraft mechanical experience under this Article includes all aircraft related bid
7 areas. The following bid areas: Avionics shop, Calibration Lab, Ground Equipment shop,
8 Instrument shop, Machine shop, Plant Maintenance, Plasma shop, Plating shop and Weld
9 shop are not aircraft mechanical qualifying bid areas.
10

11 Failure to pass the proficiency test in the following shops: Machine and Weld shall
12 restrict an employee from bidding into the respective shop for six (6) months.
13

14 Qualifications under this Agreement are to be determined by work experience as
15 indicated on the hiring application, military records or accredited training or educational
16 experience.
17

18 For purposes of this Article, one (1) year of experience is understood to be the
19 standard two thousand eighty (2080) work hour year and eighteen (18) months of training is
20 understood to be sixteen hundred twenty (1,620) classroom hours unless otherwise
21 specified.
22

23 (J) The Company may temporarily (i.e. thirty [30] work days or less) upgrade a
24 Mechanic to Inspector or Lead Mechanic on the basis of seniority on the crew when one (1)
25 of the following conditions exist:

Deleted: an Inspector to Lead Inspector
or

27 1. Ratio is being maintained, but an Inspector, or Lead Mechanic is absent and no
28 overtime is being worked on the respective crew.

Deleted: Lead Inspector,

29
30 2. An Inspector is absent and no overtime is being worked by the inspection crew or
31 the crew consisting of Lead Mechanics and Mechanics.
32

33 3. For new jobs not expected to last more than thirty (30) work days.
34

35 4. For permanent vacancies in the Lead Inspector, Inspector or Lead Mechanic
36 classification (i.e., upgrading during the bidding period).
37

38 Stock Clerks and Utilitymen may be upgraded to Leads in their classification under
39 the same conditions as above.
40

41 Upgraded employees will receive a minimum of eight (8) hours pay at the applicable
42 rate for the higher classification. If the senior qualified employee declines the job, the next
43 senior qualified employee (and down the roster) will be offered the job. It is understood that
44 employees who are upgraded will not work overtime in the higher classification if a
45 permanent Inspector or Lead Mechanic is available for overtime. Any employee working a
46 temporary job during the bidding period and who is the successful bidder will accrue
47 seniority from the date he started on the job.

Deleted: Lead Inspector,

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In the event that all qualified employees refuse the upgrade, the supervisor may lead, direct and assign those employees who are in excess of the Lead to basic classification ratio. However, the supervisor's involvement is limited to the foregoing and he is prohibited from performing productive work.

(K) If the successful bidder for a job is located at a station other than the station where the job is to be filled, the Company will furnish free space available, Company business transportation for the employee and space available transportation for his dependents, to the extent permitted by law, from the point from which he is transferring to the location of the job.

All other expenses incident to a transfer shall be borne by the employee unless the job fails to continue for six (6) months, in which case all reasonable and normal moving expenses both to and from the location will be borne by the Company. And if the job fails to continue for one (1) year, all normal moving expenses will be borne by the Company to the next point on the system where he becomes located.

(L) Seniority of the successful bidder shall begin on the day following the closing of a bid provided, that in order to accrue seniority in a premium classification, the employee must be able to accept such work assignment within thirty (30) work days and must not voluntarily bid from such classification during the first (1st) one hundred eighty (180) days after being awarded the job.

The new rate of pay, if higher, shall begin on the date the employee actually starts work in the new position, or on the twenty-fifth (25th) day after the award of the bid, whichever occurs first.

An employee who will not be available to bid on a premium classification for which he is qualified under this Article because of being on an authorized absence will be considered for a premium classification award provided he processes a bid via the Company automated system.

(M) No employee will be given a permanent transfer of domicile against his wishes. The Company may farm employees in/out to work for which they are qualified to any shift with a start time within one hour of their scheduled start time, not to exceed a period of twelve (12) work days. The needs of the service shall dictate when transfers shall be made, and no arbitrary transfers shall be affected. For transfers in excess of one (1) full shift employees shall receive written notice of the expected duration of the transfer.

Deleted: will be permitted to transfer personnel from one bid area to another bid area, on the same shift within the same station,

(N) It is agreed that Company Policy is to offer employees hereunder an opportunity to fill related supervisory vacancies when deemed practical and the efficiency of operation is not handicapped. All employees desiring consideration for supervisory positions may feel free to advise the management of such desire for consideration in writing.

1 It is the Company's intent to continue to select on-the-job instructors and shop
2 Planners from employees covered by this Agreement. It is the Company's further intent to
3 offer vacancies in these positions to employees with one (1) or more years seniority.
4

5 **(O)** If a utility or stock clerk vacancy is not filled pursuant to Article 9(B), mechanics
6 or stock clerks on furlough will be considered for any such vacancies for which they have
7 a request on file. Mechanics or stock clerks awarded such vacancies will be paid the
8 applicable utility or stock clerk rate while performing work in that classification, and will
9 be considered probationary in that classification for the first ninety (90) days. Upon
10 recall to the mechanic or stock clerk classification, they shall continue to accrue seniority
11 in the utility or stock clerk classification whether or not they have completed probation in
12 the lower classification.

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ARTICLE 10.
LEAVES OF ABSENCE

(A) When the requirements of the service will permit, any employee shall, upon proper application and approval of the Company, be granted a leave of absence, in writing, for a period of not to exceed ninety (90) days. Under such leaves, the employees shall retain and continue to accrue seniority.

Requests for leaves of absence shall be submitted to the Company in writing through the Local Committee, who shall recommend approval or disapproval with reasons therefor. Should the Company and the Local Committee disagree on the disposition of the request, they shall jointly discuss the matter without delay, but final decision shall be the Company's responsibility, if mutual agreement cannot be reached.

(B) Such leave or leaves may be extended for additional periods not to exceed ninety (90) days when requested on an official leave of absence form and such request is approved by both the Company and the Union in writing.

(C) Employees accepting full time employment with the Union shall, during such employment, be granted an indefinite leave of absence by the Company. Such leave will not affect the seniority status of the employee. The employee selected as System General Chairman shall have all employee's benefits, continue in effect during his leave of absence.

(D) Any employee who has exhausted all sick leave, and continues to be absent due to sickness or non-occupational injury in excess of thirty (30) work days, must apply for a medical leave of absence on the standard leave of absence form, and must present proper medical documentation detailing reason(s), physical limitations, time limits, etc.

An employee granted an indefinite medical leave which does not detail time limits shall at the end of the first one hundred twenty (120) day period reconfirm his sickness or physical disability. If the sickness or disability continues, the employee is required to reconfirm his medical condition at the end of each one hundred twenty (120) day period.

Employees on sick leave, personal leave, education leave, authorized Union business leave, medical leave of absence, or occupational injury leave for more than ninety (90) work days will return to work in accordance with the provisions of paragraph (E) of this Article.

An employee applying for an educational leave of absence must specify the entire period of time he plans to remain on such leave in order to obtain the desired education and, if the leave is granted, any return prior to specified time requested shall be to a vacancy filled per Article 9 (A). An employee granted an educational leave of absence shall continue to accrue seniority during the first ninety (90) days of such leave. For educational leaves in excess of ninety (90) days, the employee shall retain but shall not accrue seniority.

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An employee granted an educational leave of absence shall advise the Company and the Union ten (10) days in advance of his intention to return.

(E) An employee returning from an authorized leave of absence, or extension thereof, will be returned to the Bid Area and Shift held when the leave was granted. If the job no longer exists, or has been filled by a more senior employee, he shall exercise his seniority within his bid area by bumping the junior employee in the bid area. In the event that a returning employee causes another employee to be bumped, the junior employee on the overage shift will be required to bump the junior employee in the bid area.

(F) Any employee on personal, medical, or occupational leave of absence, of more than seven (7) consecutive calendar days, engaging in gainful employment not provided for in paragraph (C) of this Article without written permission from the Company and the Union, or engaging in activities which may bring discredit to the Company or its employees, shall be deemed to have resigned and his name stricken from the seniority roster.

(G) Employees will receive a maximum of ten (10) paid working days off within a fourteen (14) calendar day period in a calendar year for reservist training that will not count against the employee's vacation. The Company will pay the employee the difference between his regular pay and the amount received from the military. Employees will be required to provide the Company with a copy of their reserve training orders and will be required to submit to the Company proof of the amount of pay received from the military within seven (7) days after the employee returns. This amount (excluding expenses) will be deducted from the employee's next paycheck.

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(H) Any employee elected or appointed to a full-time governmental office (i.e., Federal, State, Local) will be granted a political leave of absence not to exceed the term of office, or subsequent reelection or reappointment. The application for a political leave must be made in writing to the Company, with a copy to the Union. An employee granted a political leave will retain and accrue classification seniority for the period of the leave, however, no other Company benefits or privileges will be granted or accrued, nor will time on political leave constitute continuous service for pension plan benefits. Employees granted a political leave must give thirty (30) days notice of intent to return.

(I) Employees not returning from any leave (except Military, Union or Government) within three (3) years will be deemed to have resigned from their position. Note: this provision does not apply to furloughs.

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ARTICLE 11.
VACATION WITH PAY

(A) All employees hereunder who have been with the Company for one (1) year or more as of January 1, will be entitled to an annual vacation of two (2) weeks minimum with pay.

Vacation compensation will be based on the classification the employee occupies during his vacation period. Employees who have been with the Company less than twelve (12) months as of January 1, will be entitled to vacation in accordance with the following schedule:

<u>Complete Months of Service as of January</u>	<u>Days Vacation</u>
1 Month	1 Day
2 Months	1 Day
3 Months	1 Days
4 Months	2 Days
5 Months	2 Days
6 Months	2 Days
7 Months	3 Days
8 Months	3 Days
9 Months	4 Days
10 Months	4 Days
11 Months	5 Days
12 Months	5 Days

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Vacation accrual for any employee who has more than twelve (12) months service will be one-twelfth (1/12) per month of appropriate vacation allotment.

Employees must be in an active pay status for ten (10) or more work days in a month in order to accrue vacation for the month. Employees receiving Severance Allowance do not accrue vacation.

- Deleted: or be receiving OJI Supplement from the Company for ten (10) or more work days in a month
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(B) Vacation allowances are as follows:

<u>Completed Years of Service</u>	<u>Vacation Allowance in Work Days</u>
1	5
5	10
11	15
17	20

It is understood that vacation accruals shall be due from January 1, after the employee completes required specified years of service period.

(C) Employees will be permitted to select their vacation in a shop, station, or department in which they are employed in accordance with their length of service under

1 this Agreement. Where mutually agreed between the Company and the Local
2 Committee, vacations may be selected by other than shift in a shop, station or
3 department. The three (3) basic shifts will be recognized for vacation selection purposes.
4

5 **1.** The Company will submit to the Union at each shop, function and location
6 by October 15th the vacation schedule for the succeeding year. Employees may reserve
7 up to fifteen (15) days of earned vacation to be taken one (1) or more days at a time
8 (DAT). Any changes to the number of DAT's the employee had the previous year must
9 be made by midnight, November 1st. Employees who do not elect to change the number
10 of DAT's will have the same number of DAT's as in the previous year. Employees will
11 have up to December 1st to choose vacation periods, and the Company shall post the
12 vacation assignments as indicated from the employee's preferences by the twentieth
13 (20th) of December.
14

15 **2.** The Company will allow a minimum of one (1) employee off for every fifty-
16 two (52) weeks accrued vacation in a job classification by shift. For example: One (1) to
17 fifty-two (52) weeks, one (1) employee will be off; fifty-three (53) to one hundred four
18 (104) weeks, two (2) employees will be off, etc. (Leads will be included in their basic
19 classification as follows: (1) Inspector, (2) Lead Mechanic - Mechanic, (3) Lead Stock
20 Clerk - Stock Clerk, (4) Lead Utilityman - Utilityman). However, Leads will bid
21 vacation on a separate list when the total Lead vacation accrual on a basic shift within a
22 bid area is twenty (20) weeks or more. When Leads are bid on a separate list all Lead
23 vacation periods designated for DAT will be included for purposes of establishing the
24 allowable number of employees off under the one (1) to fifty-two (52) ratio. Where the
25 Company elects to make additional vacation weeks available above the 1 in 52 ratio, such
26 weeks will be posted subject to the needs of service.
27

28 **3.** The first ten (10) days of vacation designated as DAT each year will not be
29 included, for the purpose of establishing the allowable number of employees off, under
30 the one (1) to fifty-two (52) week ratio. It is further agreed that a single list will be
31 utilized for vacation bidding when the total accrued weeks within the above job
32 classifications in any shop, function or location do not total fifty-two (52) weeks.
33
34

35 **4.** The vacation selection ratio finalized on December 1st shall not be revised
36 unless an increased complement of employee vacation weeks exceeds the remaining open
37 vacation weeks for the year.

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Communications Technician - Ground
Communications Technician, (2) Lead
Inspector -
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2 **5.** An employee may split vacation in periods of not less than one (1) week
3 consistent with vacation scheduling. This selection must be made in between normal
4 days off. Once the initial list has been finalized, an employee may be permitted to take
5 five (5) consecutive days of vacation over the period of two (2) different workweeks,
6 provided a written request is submitted thirty (30) days prior to the vacation period and
7 the vacation ratio is maintained in both weeks.

8
9 **6.** Any employee wishing to use DAT vacation must provide the Company with
10 no less than five (5) days and no more than fourteen (14) days written notice. The
11 granting of DAT vacation will be made no more than seven (7) days nor less than five (5)
12 days before the day requested off. The Company will grant DAT vacation and
13 Compensatory days off requests up to the vacation ratio, as described in this Article.
14 When more than one (1) employee seeks DAT vacation, seniority under the Agreement
15 will govern. Once granted, senior employees will not be permitted to take DAT days
16 already awarded to a junior employee. If an employee gives less than the required five (5)
17 day notice and/or makes a request which exceeds the ratio, the Company may, at its sole
18 option, grant the DAT vacation request. (Also see Article 17. Paragraph M.16.)

19
20 **7.** An employee will not be granted DAT vacation on a holiday, regular day off
21 (RDO), or during a bid vacation period.

22
23 **8.** If a Lead is granted DAT vacation, the Company may upgrade, subject to the
24 terms of the Agreement, a Mechanic (or other employees as may be appropriate) to
25 replace the Lead for the day vacation period.

26
27 **9.** Any DAT vacation which has not been used by the end of the calendar year
28 will be paid to the employee no later than the fourth (4th) pay period of the following
29 year.

30
31 **(D)** Vacation and compensatory time accrued through the last day of work will be
32 paid to any employee leaving the service of the Company because of retirement,
33 reduction in force, resignation, discharge, Personal Leave, Educational Leave or for
34 military service. Block vacation not used will be forfeited. In case of the death of an
35 employee, the amount due shall be paid to his legal heir or representative.

36
37 **(E)** Regularly scheduled days off or recognized holidays at the beginning or end of a
38 vacation period will not be considered as part of the vacation period, but if recognized
39 holidays fall within an employee's vacation period, the following options are available:

- 40
41 | **1.** Receive holiday pay for holiday(s) and extend vacation by applicable
42 | number of day(s), or
43 | **2.** Receive no holiday pay for holiday(s), extend vacation by applicable
44 | number of day(s) and bank applicable number of compensatory day(s), or
45 | **3.** Receive vacation pay on holiday(s), do not extend vacation and bank
46 | applicable number of compensatory day(s).

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1 | 4. Extensions will occur on the first regularly scheduled work day(s)
2 | following the vacation period unless local management approves granting the
3 | extension on the last regularly scheduled work day(s) before the vacation period.

4 | 5. Extensions of vacation resulting from this provision will not be counted
5 | toward the allowable number of employees off, as described in this Article.
6 |

7 | **(F)** Requests for vacation leave will be granted, so far as possible, on the basis of
8 | seniority at the shop, function or location. However, senior employees will not be
9 | permitted to take vacation leave already awarded to a junior employee.
10 |

11 | **(G)** Employees shall be given vacation pay prior to taking vacation if requested,
12 | provided the employee makes application in writing to his immediate supervisor at least
13 | two (2) weeks prior to starting vacation.
14 |

15 | **(H)** The Company will make every effort, consistent with the needs of the service, to
16 | allow employees required to move to a different shop, station, or department as a result of
17 | a reduction in force, to take the vacation period they had in their previous bid area.
18 |

19 | The Company will permit employees moving to a different shift within their bid
20 | area to take their previously bid vacation period to their new shift.
21 |

22 | Bid Vacation periods may not be cancelled unless another vacation period can be
23 | simultaneously awarded. Employees who continue to be out on sick and/or OJI Leaves
24 | who have accrued unused vacation will be placed on Vacation by the Company so that
25 | their vacation will be exhausted just prior to the years end since unused block vacation
26 | can no longer be carried over.
27 |

28 | **(I)** Any employee on vacation will not have his job bid and will remain status quo on
29 | the overtime list.
30 |

31 | **(J)** Vacation week vacancies that become available, after the normal bidding cycle is
32 | complete, as a result of bid awards, exercise of seniority, leave of absence, or selection
33 | change shall be posted within the shop, station, or department on the Wednesday
34 | immediately following such change for a period of seven (7) calendar days. An
35 | employee entering a shop, station, or department, who has not yet moved, may bid and be
36 | awarded available vacation week vacancies provided the available vacation week(s)
37 | begins on or after the report date of the new assignment. At the close of such period the
38 | bid will be awarded to the successful senior bidder. It is further understood that should
39 | the vacation ratio be exceeded for any reason, the vacation period will not be posted or
40 | considered open.
41 |

42 | **(K)** The last week in a year shall be treated as follows for vacation scheduling. If the
43 | week (Sunday through Saturday) has a majority of days within the current year, the entire
44 | week will be added to the current year for vacation selection. If the week has a majority
45 | of dates during the following year, the entire week will be available for vacation selection
46 | during the following year.
47 |

1 (L) Employees are required to exhaust all paid leave, including accrued vacation
2 available for use during the current year, prior to being placed on unpaid leave for
3 approved FMLA and/or unpaid medical leave. Employees may use vacation to
4 | supplement OJI leave.

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1
2
3 **ARTICLE 12.**
4 **SICK LEAVE, PREMIUMS AND BONUSES**

5 (A) Employees with more than one (1) month service with the Company shall accrue
6 one (1) day of sick leave credit for each month (excluding the months of June and
7 October) of continuous service up to a maximum of one hundred fifty (150) days credit.
8 After an employee reaches ninety (90) days accumulated sick leave credit, he may
9 exchange fifteen (15) days sick leave for five (5) additional vacation days. Beginning
10 January 1, 1960, those employees who have traded sick leave for additional vacation
11 once cannot trade again, and those employees who trade once after January 1, 1960
12 cannot trade again. It is understood and agreed that the trading feature will eventually be
13 eliminated and, therefore, shall not apply to employees hired after January 31, 1959.

14
15 (B) Employees on sick leave shall receive their sick leave compensation for the time
16 accrued to their personal sick leave credit on the regular established pay days. The first
17 five (5) consecutive days of each sick occurrence are paid at 50% of the employee's
18 scheduled hours and decremented at 50% from the employee's available sick bank hours.
19 Employees hospitalized for five (5) or more sick days during any sick occurrence will
20 have applicable sick days paid at 100%. Employees must be in an active pay status for
21 ten (10) or more work days in a month in order to accrue sick leave for the month.
22 Employees receiving Severance Allowance do not accrue sick leave.

23
24 (C) After an illness, the number of days paid will be charged against the accumulated
25 days and one (1) day credit for each succeeding month, excluding the months of June and
26 October, of continuous service shall again be credited to the employee until the total
27 credit again reaches one hundred fifty (150) days. Sick leave usage within a pay period
28 will be reflected on the employee's pay stub.

29
30 The Company will provide a sick leave balance on employee pay stubs. The
31 seniority roster will show accumulated sick leave credits.

32
33 (D) Non active employees must have been in an active pay status for ten (10) or more
34 work days in a month in order to be paid for holidays that fall during the month.

35
36 (E) It is the responsibility of the employee absent from work because of illness to
37 immediately report such absence and reasons therefor to his immediate supervisor.

38
39 (F) The employees and the Union recognize their obligation of being truthful and
40 honest in preventing unnecessary absences or other abuses of sick leave privileges.
41 Employees may be required to present confirmation of illness and the Company reserves
42 the right to require, when in doubt of a *bona fide* claim a physician's certificate to confirm
43 such sick claim. Employees who abuse sick leave privileges may be subject to
44 disciplinary action by the Company.

45
46 (G) A Relief Lead will be an employee who will be required to relieve on a shift basis
47 to cover for absences of Leads or basic classifications. A Relief Lead will be assigned to

Deleted: Effective December 31, 2008 and thereafter, employees accrue one (1) day of sick leave credit for each month of service including the months of June and October.

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(B) In the case of occupational sickness or injury, the employee will be paid the difference between the Company paid insurance and/or compensation payments (i.e., Workmen's Compensation and/or Federal Social Security benefits) and that amount the employee would have received at his regular rate to the extent his occupational sickness or injury (OJI) leave balance would entitle him. Once an employee exhausts any pre-existing OJI leave balance, they may elect to be paid the difference between the Company paid insurance and/or compensation payments (i.e., Workmen's Compensation and/or Federal Social Security benefits) and that amount the employee would have received at his regular rate to the extent his sick leave balance would entitle him. Employees desiring to supplement their statutory benefits with sick leave must inf (... [25])

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Deleted: The maximum period of time an employee can receive holiday pay under these provisions is one (1) year.

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1 a permanent shift when not relieving and will not be assigned to any other shift without a
2 five (5) day notice.

3
4 No employee shall be required to work more than two (2) different shifts during
5 a rotating or relief assignment.

6
7 ~~(H) Employees in the Inspector, Lead Mechanic (except for Plant Maintenance and~~
8 ~~GSE), Line Mechanics and Maintenance Control Technician classifications who hold and~~
9 thereafter continue to hold any of the following licenses shall be paid as follows;

10
11 1. One dollar (\$1.00) per hour for each license held to a maximum of two dollars
12 (\$2.00),

13
14 ~~2. License pay (A only) will be applicable to mechanics working in any Base or~~
15 ~~Base shop. License pay (P only) will be applicable only to mechanics working in~~
16 ~~Final Engine Assembly. Eligibility for pay for a second license for Base/Shop~~
17 ~~mechanics and employees working in Final Engine Assembly will be reinstated~~
18 ~~on the first Monday of the first pay period following 1/1/07.~~

19
20 ~~3. License pay will increase to one dollar twenty-five cents (\$1.25) per hour for each~~
21 ~~license held on January 1, 2008 to a maximum of two dollars fifty cents (\$2.50),~~

22
23 ~~4. License pay will increase to one dollar fifty cents (\$1.50) per hour for each~~
24 ~~license held on January 1, 2009 to a maximum of three dollars (\$3.00),~~

25
26 Valid FAA Mechanic Certificate with an Airframe or Power plant
27 rating -- each rating considered as one (1) license;

28
29 ~~Should there be any change by the Government during the life of this Agreement~~
30 ~~in F.A.A. license requirements, or should the Government require further licenses from~~
31 ~~employees, all employees affected shall be given at least six (6) months from the~~
32 ~~effective date of change to obtain such licenses without change in status or pay.~~

33
34 ~~(I) Employees are required to exhaust all paid leave, including vacation available for~~
35 ~~use during the current year prior to being placed on unpaid leave for approved FMLA~~
36 ~~and/or unpaid medical leave. Employees may use vacation to supplement OJI.~~

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<#>On July 1, 2005 license pay will increase to one dollar sixty five cents (\$1.65) per hour for the first license and one dollar forty cents (\$1.40) per hour the second license held to a maximum of three dollars and five cents (\$3.05).¶
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On July 1, 2007 license pay will increase to one dollar ninety cents (\$1.90) per hour for the first license and one dollar ninety cents (\$1.90) per hour the second license held to a maximum of three dollars and thirty cents (\$3.80).

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ARTICLE 13.
TRANSPORTATION

(A) Employees and their immediate family will be granted the same transportation privileges on the Company's system as may be established by Company regulations for all personnel.

(B) The General Chairman of the Union will be furnished with space available transportation as needed over the Company system during his term of office for use in connection with his work, to the extent permitted by law.

(C) Employees laid off and not having sufficient seniority to entitle them to a job at some other point on the system, and who desire to seek employment elsewhere will, upon application within one hundred twenty (120) days from the date of their lay-off be granted one (1) free space available pass on the Company's system.

Employees involuntarily furloughed on or after September 1, 2001 will receive on-line non-revenue travel privileges for themselves and eligible family members while on furlough for a period not to exceed three (3) years following their last day of active service.

(D) Free and reduced rate on-line transportation will be provided in accordance with Company Policy.

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ARTICLE 14.
GRIEVANCE PROCEDURE

(A) The representation for the effective handling of grievances and disputes between the parties under this Agreement shall be:

1. The Union will be represented by a properly designated committeeman in each department or point on the system.

2. The Union will be further represented at each point where Local Lodges exist by a Local Committee consisting of three (3) members elected by the Local membership; one of whom will be known as the Local Chairman. This Committee will deal with officials of the Company together with, or through the General Chairman, Assistant General Chairman, or other accredited representatives of the Union. The Local Chairman and one (1) committeeman at the Pittsburgh Maintenance Base will devote one hundred percent (100%) of their time to authorized Union business and shall be compensated at rates of pay applicable to their classification by the Company. Committeemen shall be allowed whatever time is required for authorized Union business during working hours, consistent with the needs of the service and shall be compensated for such time at their straight time rate. "Authorized Union business" is that relating to the investigation of grievances, disputes, disciplinary action hearings, and grievance meetings with officials of the Company. In the conduct of such authorized Union business, the committeemen shall notify their supervisor of their desire to leave their work place, the reason therefor, and shall notify their supervisor of their return. When it is necessary for committeemen to enter a department other than their own, they shall report immediately to the supervisor of that department stating the nature of their business.

3. The Company will be represented by an authorized representative at each point, who will be empowered to settle all local grievances not involving changes in Company Policy or the intent and purpose of this Agreement.

4. The Union and Company will, at all times, keep the other party advised through written notice of any change in authorized representatives.

5. The General Chairman, Assistant General Chairman, or other accredited representatives of the Union shall be permitted at anytime to enter shops or facilities of the Company for the purpose of investigating grievances and disputes after contacting the Company representatives in charge and advising the purpose of their visit.

(B) For the presentation and adjustment of disputes or grievances that may arise, the procedure will be as follows:

1. Any employee or group of employees who believe that they have been unjustly dealt with or that any provisions of this Agreement have not been properly applied or interpreted, may present his/their complaint or grievance to the steward of the

1 Union who in turn will discuss the matter with the employee's immediate supervisor
2 within five (5) days for a verbal discussion to endeavor to arrive at a satisfactory
3 adjustment of same within twenty-four (24) hours after discussion with the Union
4 steward.
5

6 **2.** If the employee is not satisfied with the decision of the employee's
7 immediate supervisor, then the matter must be reduced to writing on a standard grievance
8 form and given to his immediate supervisor who must state in writing his First (1st) Step
9 verbal decision and return this form to the steward within five (5) days from the date of
10 the First (1st) Step verbal decision. The steward then must forward this grievance form
11 to the Local Grievance Committee.
12

13 **3.** If no satisfactory adjustment is reached in the previous Step, it may be
14 appealed with or through the Local Grievance Committee within ten (10) days to the
15 Department Head designated by the Company, who shall evaluate the grievance or
16 complaint and render his decision in writing in the space provided for it on the standard
17 official grievance form as soon as possible, but not later than ten (10) days following
18 receipt of such appeal. The Department Head or his designee shall establish meeting
19 dates each month consistent with the volume of grievances at his level to assure timely
20 resolution or disposition of such grievances.
21

22 **4.** If no satisfactory adjustment is reached in the previous Step, it may be
23 appealed with or through the General Chairman or his designee within ten (10) days to
24 the official designated by the Company, who shall fully investigate all the facts in the
25 case and shall render a decision in writing in the space provided for it on the standard
26 official grievance form as soon as possible, but not later than fifteen (15) days following
27 receipt of the appeal. The Vice President Labor Relations or his designee shall schedule
28 meetings consistent with the availability of the Assistant General Chairman on a
29 frequency that will assure timely resolution or disposition of the grievances at this level.
30

31 **5.** Failure of the Company to answer grievances properly referred to the Second
32 (2nd) and Third (3rd) Steps of the grievance procedure will automatically move such
33 grievances to the next level of the grievance procedure. Failure of the employee or his
34 Union representatives to comply with any of the above time limits will withdraw any
35 such grievances from further consideration.
36

37 **6.** If no satisfactory adjustment is reached in the previous Step, the grievance and
38 the decision thereon may be appealed to the System Board of Adjustment/Arbitration, as
39 set forth in this Agreement, provided, however, said appeal must be submitted within
40 thirty (30) days from receipt of the decision of the designated official or the grievance
41 will be considered to have been withdrawn by the Union. Grievances appealed to the
42 System Board of Adjustment/Arbitration will be discussed at a Review Board prior to the
43 Arbitration. The Review Board will consist of four (4) members: the Director Labor
44 Relations - Ground, one (1) Management designee, a District 141M Assistant General
45 Chairman, and one (1) Union designee. The Review Board will meet quarterly or sooner
46 if mutually agreed between the parties, at the Corporate offices of the Company, to
47 discuss those grievances which have been appealed to Arbitration through the grievance

1 process. An employee who has been discharged may be present at the Review Board
2 meeting involving his grievance.

3
4 **(C)** No employee who has been in the service of the Company for more than ninety
5 (90) work days will be disciplined to the extent of loss of pay or discharge without being
6 advised in writing of the charge(s) preferred against him leading to such action. Such
7 notice shall be presented to the employee not later than five (5) days from the time of the
8 incident upon which such charge(s) is based, with a copy to the Local Committee and
9 General Chairman.

10
11 **(D)** Any employee suspended or discharged from the service shall be granted a special
12 hearing, providing a request is made therefor in writing to the proper Vice President of
13 Maintenance, with a copy to the Local Committee within five (5) days of the suspension
14 or discharge. The requested hearing will be held within five (5) days of receipt of such
15 request. Within five (5) days after the close of such investigation or hearing, the
16 Company shall render its decision in writing, and shall furnish the employee and his
17 accredited Union representative a copy thereof. If the decision reached as a result of the
18 hearing is not satisfactory to the Local Committee, the case may then be processed in
19 accordance with the regular grievance procedure, beginning with Step Three (3). Notice
20 of intent to process under Step Three (3) will then be given within fifteen (15) days of the
21 decision reached under this provision.

22
23 **(E)** In case it is found the suspension or discharge is unjust, the employee will be
24 reinstated with full seniority, paid for time lost and records corrected.

25
26 **(F)** All hearings and investigations will be conducted during regular day shift
27 working hours, and Committee members and necessary employee witnesses shall receive
28 only straight time rate while handling grievances or attending investigations.

29
30 **(G)** No employee selected as a committeeman or officer of the Union will be
31 discriminated against for lawful activity on behalf of the Union.

32
33 **(H)** In cases where it is necessary that a man be warned due to the caliber of his work
34 and/or the general performance of his duties, such warning will be made to the employee
35 in writing with a copy to the Local Chairman within five (5) days of the infraction, or in
36 minor cases verbally in the presence of the department committeeman, and the employee
37 will be given a reasonable length of time to correct the matter.

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ARTICLE 15.
SYSTEM BOARD OF ADJUSTMENT/ARBITRATION

(A) In compliance with Section 204, Title 2 of the Railway Labor Act, as amended, there is hereby established a System Board of Adjustment/Arbitration (“System Board”) for the purpose of adjusting and deciding disputes or grievances which may arise under the terms of this Agreement, and which are properly submitted to it after exhausting the procedure for settling disputes as set forth under Article 14. However, by mutual agreement, any cases properly referable to the System Board may be submitted to it in the first instance.

(B) The System Board shall consist of three (3) members; one (1) selected by the Company, one (1) selected by the Union and one (1) selected for each dispute from a panel of ten (10) Arbitrators established by mutual agreement between the Union and the Company. After a panel member has served for a period of two (2) years, either party may request that such member be removed from the panel. However, a member of the panel may be removed during the term of this Agreement by mutual agreement between the parties. When a change is made, the parties will select the new panel member(s) by the same method used to select the original panel members.

(C) The System Board will meet where the main operating bases of US Airways are maintained, unless otherwise mutually agreed between the parties.

(D) The System Board shall have jurisdiction over disputes between any employee covered by this Agreement and the Company growing out of grievances or out of interpretation or application of any of the terms of this Agreement. The jurisdiction of the Board shall not extend to proposed changes in hours of employment, basic rates of compensation or working conditions covered by this Agreement or any of its amendments.

(E) The Board shall consider any dispute within the System Board's jurisdiction submitted to it by the Union’s District 141M General Chairman or Assistant General Chairman or by the Company’s Chief Operating Officer or his authorized representative, when such dispute has not been previously settled in accordance with the terms of this Agreement.

(F) All disputes properly referred to the Board for consideration shall be addressed to the Board Members.

Each case submitted shall show:

1. Question or questions at issue;
2. Statement of facts;
3. Position of employee or employees;

1
2 **4. Position of Company.**
3

4 When possible, joint submissions will be made, but if the parties are unable to
5 agree upon a joint submission, then either party may submit the dispute and its position to
6 the Board. No matter shall be considered by the Board, which has not first been handled
7 in accordance with the appeal provisions of this Agreement, including the rendering of a
8 decision thereon by the President of the Company or his duly designated representatives.
9

10 **(G)** Upon receipt of notice of the submission of a dispute, the parties shall agree on a
11 date for the hearing, or if at least two (2) members of the Board consider the matter of
12 sufficient urgency and importance then at such earlier date and at such place as the
13 parties shall agree upon, but not more than fifteen (15) days after such request for
14 meeting is made.
15

16 **(H)** An employee covered by this Agreement may be represented at System Board
17 hearings by a person(s) designated by him and the Company may be represented by a
18 person(s) designated by it. Evidence may be presented both orally and in writing .
19 Individual members of the System Board may, summon any witnesses who are employed
20 by the Company and who may be deemed necessary by the parties to the dispute.
21

22 **(I)** The decision of the System Board shall be rendered within thirty (30) days after
23 the close of the hearing. A majority vote of the members of the System Board shall be
24 necessary to make a decision. The decisions will be final and binding upon the
25 Company, the Union and the grievant(s).
26

27 **(J)** The time limits specified in this Article may be extended by mutual agreement
28 between the parties to this Agreement.
29

30 **(K)** Nothing contained in this Article will be construed to limit, restrict, or abridge
31 the rights or privileges accorded either to the employees, the Company, or their duly
32 accredited representatives under the provisions of the Railway Labor Act, as amended.
33

34 **(L)** The System Board shall maintain a complete record of all matters submitted to it
35 for consideration, and of all findings and decisions made by it.
36

37 **(M)** Each of the parties will assume the compensation, travel expense and other
38 expenses of the System Board members selected by them.
39

40 **(N)** Each of the parties will assume the compensation, travel expense and other
41 expenses of the witnesses called or summoned by them. A witness who is an employee
42 of the Company shall receive free round trip transportation over the Company system, so
43 far as space is available from the point of duty or assignment to the point at which he
44 must appear as a witness, to the extent permitted by law.
45

46 **(O)** The designated Company member and Union members, acting jointly, shall have
47 the authority to incur such other expenses as, in their judgment, may be deemed

1 necessary for the proper conduct of the business of the System Board, and such expenses
2 shall be borne one-half (1/2) by each of the parties. Company and Union members will
3 be granted necessary leaves of absence for the performance of their duties as System
4 Board members. Board members shall be furnished free round trip transportation over
5 the Company system so far as space is available for the purpose of attending meetings of
6 the System Board, to the extent permitted by law.

7

8 **(P)** A System Board member shall be free to discharge his duty in his capacity as a
9 System Board member in an independent manner without fear that his individual
10 relations with the Company or with the Union may be affected in any manner by any
11 action taken by him in good faith.

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ARTICLE 16.
SAFETY AND HEALTH

(A) The Company hereby agrees to maintain safe, sanitary and healthful conditions in all facilities and to maintain at all times a registered first aid station to take care of its employees in case of accident or illness.

The Company agrees to furnish good drinking water and sanitary fountains will be provided. The floors of the toilets and washrooms will be kept in good repair and in a clean, dry and sanitary condition. The Union and employees recognize their duty and responsibility to assist in maintaining safe, healthful and sanitary conditions. Shops and washrooms will be lighted, ventilated and heated in the best manner possible, consistent with the sources of heat, ventilation and light available. Individual lockers will be provided for employees as soon as possible.

(B) The Company, Union and employees will cooperate towards a prevention of workrelated accidents and the furtherance of an aggressive safety program.

A Safety Committee will be established at each location where employees are based. Such Committee shall be comprised of an equal number of Company and Union representatives (from one [1] to three [3]) as designated by the parties. The Safety Committee shall meet at least once a month to resolve safety issues and review corrective action taken for all lost time accidents which may have occurred.

At Pittsburgh, a Union Safety Committee comprised of three (3) members shall be established to investigate and handle safety complaints which are not properly resolved or cannot be resolved by the Union Safety person and the management from the shop or department where the condition exists. Reasonable time without loss of pay will be allowed Union members of the local Safety Committee at PIT and other locations to investigate and handle safety complaints related to their location. Union Safety Committee members will receive authorization from their immediate supervisors for necessary time to handle such matters and will return to their work places promptly following conclusion of safety related activities.

Union members of the Safety Committee will function in an advisory capacity and will be informed of all lost time accidents. The Union Safety Committee will be given advance notification of testing and will be provided with the results of environmental air, noise and contaminants testing. The Company will post such results in the appropriate location in non-technical terms. The Company shall continue to post OSHA Form 200 for review by the Union at each of its locations.

The Safety Committee may monitor the Company's application and compliance with State, Municipal and Federal safety and sanitary regulations. The Safety Committee may also make recommendations for the maintenance of appropriate safety and sanitary standards.

1 Both the Union and the Company shall encourage employees to utilize the Safety
2 Committee for all unresolved safety related matters.

3
4 Both the Union and the Company shall cooperate in seeking resolutions to help
5 reduce the accident frequency and severity rates.

6
7 **(C)** Proper and modern safety devices shall be provided for all employees working on
8 hazardous or unsanitary work, such devices to be furnished by the Company. Employees
9 will not be required to use unsafe tools or equipment. However, employees will be
10 expected to report unsafe tools or equipment to the foreman before refusing to use such
11 defective tools or equipment. The Company will furnish protective apparel, equipment
12 and devices to all employees required to work with acids or chemicals that are injurious
13 to clothing or employees.

14
15 **(D)** Employees injured while at work shall be given medical attention at the earliest
16 possible moment, and employees shall be permitted to return to work without signing any
17 release of liability pending the disposition of settlement of any claims for damage or
18 compensation. Such injured employees who are able to work will be allowed to obtain
19 medical attention without loss of time. It is the responsibility of the injured employee to
20 report an injury to his immediate supervisor during the work period in which the injury
21 occurred, if physically possible.

22
23 **(E)** The Company will provide noise abatement ear muffs to employees who work in
24 areas where they are required. Each employee who desires noise abatement ear muffs
25 must request same in writing.

26
27 The Company will provide employees in the Machine shop, Sheet Metal shop,
28 Wheel and Brake shop, and Weld shop with both prescription and non-prescription safety
29 glasses for use at work. Employees provided prescription glasses must provide their own
30 prescription. One (1) pair of prescription glasses will be provided each three (3) year
31 period unless damaged in the performance of their duties or due to a prescription change.
32 Employees in bid areas not mentioned above may purchase safety glasses at a one price
33 cost of sixteen dollars and fifty cents (\$16.50), provided the employee provides his own
34 prescription.

35
36 **(F)** Employees covered by this Agreement shall not be required to work on aircraft or
37 ground equipment outside of hangars during inclement weather when hangar space is
38 available to the Company. This clause shall not apply to work on aircraft or ground
39 equipment for immediate service or on such equipment (e.g., jet-way) that cannot be
40 easily brought to a hangar. Suitable rain suits or protective outer garments shall be kept
41 available at all shops or points by the Company.

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ARTICLE 17.
GENERAL AND MISCELLANEOUS

(A) The Company agrees that there shall be no established maximum age limit in the hiring of employees.

(B) Service records shall be maintained for all employees by the Company and upon resignation or discharge from the service the employee, upon request, will be furnished with a copy of same. In discharge cases, the employee and his Union representative will have access to the personnel records applicable to the case prior to the holding of any investigation.

Any disciplinary letters issued to employees covered by this Agreement shall not remain in their personnel record for a period of more than one (1) year.

(C) When new equipment or technology is put into service by the Company, employees shall be given the opportunity to be trained, by particular classification, on the new equipment or technology whenever that equipment is maintained or repaired by the Company or the technology is utilized in the maintenance or repair of such equipment by the Company. The Company will make every effort to train sufficient numbers of employees to accomplish this. The Company may utilize those employees trained and qualified based on the needs of the service.

(D) The Company may establish the conditions under which uniforms are to be worn. All required standard uniforms, caps and coveralls shall be furnished by the Company and each employee will have \$4.10 each week deducted to cover the expense of laundering and rental. All personnel assigned to Line bid areas will be furnished a minimum of four (4) pairs of uniforms.

Employees hereunder who work outside shall be furnished foul weather gear (parka or winter weight coveralls) at no cost to the employee.

Employees required to wear Company furnished uniforms who are assigned to Line Maintenance or Ground Equipment shop bid areas will be furnished a light-weight jacket.

(E) A place shall be provided inside of each Company hangar marked "International Association of Machinists" where Union notices of interest to the employees may be posted. However, no political circulars, propaganda or advertisements will be placed on these bulletin boards.

(F) The Company shall provide each employee covered by this Agreement with a copy of the Agreement printed in an adequately bound booklet.

Deleted: Effective December 31, 2008, the employee will no longer be responsible for the cost of laundering and rental of their uniforms.

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(G) An employee who is called for jury service will be excused from work for the days on which he is required to serve and will receive for each day of jury service on which he would have been regularly scheduled to work, the difference between his regular hourly earnings and the actual payment received for jury service. Employees must present proof of jury service and the amount of pay received therefor. When an employee is called for such service, he will be transferred to the day shift with Saturday and Sunday as his regular days off. With the completion of his jury service, said employee will return to his former shift and days off.

(H) Upon providing proper documentation, employees shall be allowed three (3) work days off without loss of pay if they suffer a death in their immediate family. Employees on occupational injury while on bereavement leave will not be entitled to additional days off upon their return from leave. Immediate family for the purposes of this paragraph shall include: father or step-father (one [1] only), mother or step-mother (one [1] only), spouse, child, brother, sister, grandparents of the employee, father-in-law, mother-in-law, or any legal dependent residing in the employee's household.

(I) Wherever Company Policy is referred to in this Agreement, it is understood that the Policy in effect on the date of signing of this Agreement shall continue unchanged unless changed by the Government or mutually agreed to by the Company and the International Association of Machinists and Aerospace Workers.

(J) Employees shall be selected for training based on the needs of service. Mechanical and Related employees may conduct On the Job Training (OJT) and related training off shift.

Each specialized or manufacturer's training which is at least five (5) work days, will require a stability period of nine (9) months. Each specialized or manufacture's training of more than ten (10) work days will require a stability period of twelve (12) months. However, the maximum combined stability period cannot exceed eighteen (18) months for each bid award. Recurrent or familiarization training will not be considered as specialized training. During stability periods required due to specialized or manufacturer's training, an employee will only be permitted to bid for:

1. Different shifts and/or stations within the bid area and classification in which he was trained; or
2. Premium positions to establish seniority; or
3. A new job, if that job had not previously existed in that classification on a shift or in a shop, station or department; or
4. A different bid area where the specialized or manufacturer's training is provided to employees.

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Deleted: from the employees who normally perform the work on the shift, within the bid area, by classification seniority. Should the requirements of the service dictate, employees may be bypassed after proper notification to the Local Committee outlining the special circumstances that require the deviation from seniority. The foregoing shall in no way preclude the employee bypassed from exercising his rights under Article 14, paragraph (B) 1.

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1 Stability periods will run concurrently with any Article 9 stability period. The
2 trained employee may be required to provide on the job training to other employees.

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3
4 Stability periods will begin the day the employee begins specialized or
5 manufacture's training.

6
7 **NOTE:** See "Letter of Agreement" on Airbus Aircraft on pages 142 and/or 172.

8
9 Regular Work Day (Pre-or Post-shift)

10
11 Training sessions may be scheduled pre-or post-shift for a minimum of one (1)
12 hour up to a maximum of three and one half (3 ½) hours at time and one half (1 ½) rate
13 of pay and will not include any meal period.

14
15 Sixth and Seventh Day

16
17 Length of Training Sessions:

18
19 1. Four (4) hours minimum at time and one-half (1 1/2x) on sixth (6th) day.

20
21 2. Four (4) hours minimum at ~~time and one-half (1 1/2x)~~ on seventh (7th) day.

Deleted: double time (2x)

22
23 Employees who are assigned to an eight (8) hour scheduled training program may,
24 in addition to classroom instructions, be assigned to productive work in connection with the
25 training program.

26
27 **(K)** Metric tools that are deemed a requirement by the Company will be re-purchased at
28 the option of the employee should he leave the employ of the Company, or the tools are no
29 longer required, for a period of five (5) years from the date of purchase. The Company is
30 only obligated to the extent of the prescribed requirement and when such tools were
31 purchased through or from the Company.

32
33 **(L)** The Company will provide parking for employees at their work location and pay
34 monthly parking fees as assessed by the appropriate authority. This provision will not apply
35 to replacement charges to employees for parking decals, stickers, gate keys, or similar items.

36
37 **(M)** Shift Swaps

38
39 An employee may authorize another qualified employee within the same bid area
40 and classification to work his scheduled work day/shift in accordance with the following
41 provisions:

42
43 1. The request must be in writing to the authorizing employee's immediate
44 supervisor using the appropriate form and signed by both employees involved.

45
46 2. The request must be submitted not less than five (5) working days prior to
47 the day/shift to be worked.

1
2 **3.** Employees are personally responsible for work on the day/shift involved and
3 will be considered normally assigned for all purposes.
4

5 **4.** An employee who fails to report or is tardy on the day/shift involved for any
6 reason, other than sickness supplemented by a physician's statement, may be restricted from
7 utilizing these provisions for one hundred eighty (180) days from the date of the absence or
8 tardiness.
9

10 **5.** Employees working in probationary periods are not eligible to participate
11 under these provisions.
12

13 **6.** No overtime payment or premium payment will be paid to an employee as a
14 result of working another employee's day/shift under these provisions.
15

16 **7.** No request under these provisions shall be honored in jurisdictions in which
17 the laws or regulations either preclude such as a result of hours restrictions or require the
18 compensation of such day/shift at overtime rates. This paragraph shall immediately apply in
19 any jurisdiction which may hereafter impose such restrictions or require such payment.
20

21 **8.** An employee who has agreed to work for another employee under these
22 provisions is obligated to work the day/shift as agreed and may not exchange this obligation
23 with any other employee.
24

25 **9.** Only the employee authorizing another to work his day/shift will be charged
26 for the authorization. No more than twenty (20) such authorizations per calendar quarter
27 will be permitted by an employee .
28

29 **10.** Employees participating under these provisions will be eligible for overtime
30 on the shift preceding and following the swap, but not on his regular shift (i.e., the shift he
31 swapped off) and will be paid and charged at the time and one half (1 1/2x) rate of pay.
32 These employees will not be eligible for paid rest and will be responsible for disqualifying
33 themselves from any overtime that would result in paid rest.
34

35 **11.** Employees may work a maximum of sixteen (16) consecutive hours
36 (excluding unpaid meal periods) during a twenty-four (24) hour period as a result of shift
37 swaps. Employees will not be permitted to work double shifts on any consecutive days as a
38 result of shift swaps.
39

40 Where employees swap and there is a duty free period of at least fourteen
41 (14) hours between the end of one duty period and the start of a new duty period, such
42 swaps will not be considered as consecutive days for application of this provision.
43

44 **12.** Employees who have a swap scheduled within twenty-four (24) hours of a
45 field service trip are ineligible for that field service trip. If an employee is on a field
46 service trip and it becomes evident that the field service trip will extend into a scheduled
47 swap, the employee will notify management and the employee will be paid at the straight

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1 time rate of pay during the swap period. No overtime payment or paid rest will be paid
2 as a result of working the swap.

3
4 **13.** Receipt of a PE-1 for violation of the swap provisions will not disqualify
5 the employee from eligibility for upgrades.

6
7 **14.** Employees are personally responsible to remain in compliance with Federal
8 Air Regulations at all times relative to personal duty time regulations.

9
10 **15.** If an employee agrees to work a double shift as a result of a swap and later
11 calls in sick, he will be charged with sick leave) for both shifts missed. The employee
12 returning from sick leave must also provide a doctor's slip upon return to work or swap
13 privileges will be suspended.

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14
15 **16.** If an employee is denied a requested **DAT**/comp day due to needs of service,
16 and subsequently arranges for another employee to work in his place, the employee shall be
17 paid for the day at his appropriate straight time rate and a **DAT**/comp day will be deducted.
18 This **DAT**/comp swap shall not count as a swap for purposes of the limitations in this
19 provision.

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21 **(N)** It is the Company's intent to continue the cooperative relationship between the
22 Company's Employee Assistance Services (EAS) and the District 142 Employee Assistance
23 Program (EAP)."

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25 **(O)** Employees who are involuntarily changed from Monday/Sunday to another set of
26 days off will be transitioned to Monday/Tuesday off for one week and then to new days off
27 the following week to insure affected employees receive two (2) days off each week. This
28 provision does not apply to employees who voluntarily bid a position.

29
30 **(P)** This Agreement may not be amended or supplemented except by a written letter of
31 agreement signed by both the Vice President of Labor Relations or his designee on behalf of
32 the Company and a General Chairman or his designee on behalf of the IAM.

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33
34 **(Q)** The Company shall modify its policy regarding drug testing to provide that the first
35 confirmed positive drug test will not automatically result in termination.

36
37 **(R)** A Labor Advisory Committee will be established consisting of one designee from
38 ALPA, AFA, IAM, CWA, TWU and non-contract employees for the purpose of
39 addressing issues of common interest among all employees at US Airways.

40
41 **(S)** The Company will provide to the IAM on no less than a quarterly basis certain
42 information in order to permit the IAM to monitor the employees' investment.

43
44 **(T)** The parties agree to meet to discuss modifications to IAM's collective bargaining
45 agreement to allow IAM represented employees to "buy-back" wage concessions in
46 exchange for productivity.

1 In addition, a standing committee of Union and Management Members will be
2 established no later than January 1, 2003 with the responsibility of exploring and
3 implementing measures to achieve cost savings by insourcing of work, improving the
4 efficiency of operations and/or by any other methods that create cost savings for US
5 Airways.

Article 18
WAGE RATES

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(A) The minimum hourly rates of pay are set out in Schedule A of this Agreement and shall be effective on the first day of the first pay period after date specified.

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(B) Nothing in this Agreement shall be considered as preventing increases in individual rates or classifications over and above the minimum established.

(C) Employees shall be paid during their regular working hours, weekly on Friday, unless otherwise provided by applicable State laws. The payment on Fridays shall include all earnings up to and including the previous Sunday.

(D) Paychecks will include a statement of all wages and deductions made for that pay period.

(E) In the event a payday falls on a Federal legal holiday, employees will be paid on the day preceding such legal holiday.

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(F) Employees will be permitted direct deposit of pay to financial institutions able to accept deposit through the Automated Clearing House (ACH) system.

(G) Employees recalled to work from a layoff shall be returned to their former position if the job still exists, and shall not be paid a lower rate than they were receiving prior to the layoff unless a new contract with a reduction in rates of pay shall at the time of recall be in effect between the Company and the Union, except that employees returning from furlough in excess of five (5) consecutive years will return to the first step of the pay scale.

(H) Active employees will transition to the longevity step on the new pay scale based on their pay seniority.

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~~(H) Compensation for sick leave and vacation shall include applicable shift premium.~~

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Schedule A - Hourly Base Rates for Mechanic and Related

Mechanics	<i>Increases ></i>	<i>1%</i>	<i>1%</i>	<i>2%</i>	<i>2%</i>
Step	2005	2006	2007	2008	2009
1	\$15.48	\$15.63	\$15.79	\$16.10	\$16.42
2	\$16.07	\$16.23	\$16.39	\$16.72	\$17.06
3	\$16.69	\$16.86	\$17.03	\$17.37	\$17.72
4	\$17.13	\$17.30	\$17.48	\$17.83	\$18.18
5	\$17.58	\$17.76	\$17.94	\$18.29	\$18.66
6	\$17.90	\$18.08	\$18.26	\$18.63	\$19.00
7	\$19.26	\$19.45	\$19.65	\$20.04	\$20.44
8	\$20.87	\$21.08	\$21.29	\$21.71	\$22.15
9	\$21.94	\$22.16	\$22.38	\$22.83	\$23.29
10	\$22.77	\$23.00	\$23.23	\$23.69	\$24.17

MOC	2005	2006	2007	2008	2009
1	\$18.95	\$19.13	\$19.30	\$19.67	\$20.04
2	\$19.63	\$19.82	\$20.00	\$20.38	\$20.76
3	\$20.35	\$20.54	\$20.73	\$21.13	\$21.53
4	\$20.85	\$21.05	\$21.25	\$21.65	\$22.06
5	\$21.37	\$21.57	\$21.78	\$22.19	\$22.61
6	\$21.74	\$21.95	\$22.15	\$22.57	\$23.00
7	\$23.30	\$23.52	\$23.74	\$24.20	\$24.66
8	\$25.15	\$25.39	\$25.63	\$26.12	\$26.62
9	\$26.38	\$26.63	\$26.89	\$27.40	\$27.93
10	\$27.34	\$27.60	\$27.86	\$28.40	\$28.94

Planner	2005	2006	2007	2008	2009
1	\$12.53	\$12.66	\$12.79	\$13.04	\$13.30
2	\$13.92	\$14.06	\$14.20	\$14.48	\$14.77
3	\$15.30	\$15.46	\$15.61	\$15.92	\$16.24
4	\$17.15	\$17.32	\$17.49	\$17.84	\$18.20
5	\$18.76	\$18.95	\$19.13	\$19.52	\$19.91
6	\$19.44	\$19.64	\$19.83	\$20.23	\$20.64
7	\$20.32	\$20.52	\$20.73	\$21.14	\$21.57
8	\$20.96	\$21.16	\$21.38	\$21.80	\$22.24

Inspector	2005	2006	2007	2008	2009
1	\$16.25	\$16.41	\$16.58	\$16.91	\$17.25
2	\$16.87	\$17.04	\$17.21	\$17.56	\$17.91
3	\$17.53	\$17.70	\$17.88	\$18.24	\$18.60
4	\$17.99	\$18.17	\$18.35	\$18.72	\$19.09
5	\$18.46	\$18.65	\$18.83	\$19.21	\$19.59
6	\$18.80	\$18.99	\$19.18	\$19.56	\$19.95
7	\$20.22	\$20.42	\$20.63	\$21.04	\$21.46

<u>8</u>	<u>\$21.91</u>	<u>\$22.13</u>	<u>\$22.35</u>	<u>\$22.80</u>	<u>\$23.26</u>
<u>9</u>	<u>\$23.04</u>	<u>\$23.27</u>	<u>\$23.50</u>	<u>\$23.97</u>	<u>\$24.45</u>
<u>10</u>	<u>\$23.91</u>	<u>\$24.15</u>	<u>\$24.39</u>	<u>\$24.88</u>	<u>\$25.37</u>

QAC

<u>Step</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<u>1</u>	<u>\$17.33</u>	<u>\$17.51</u>	<u>\$17.68</u>	<u>\$18.03</u>	<u>\$18.40</u>
<u>2</u>	<u>\$18.00</u>	<u>\$18.18</u>	<u>\$18.36</u>	<u>\$18.73</u>	<u>\$19.10</u>
<u>3</u>	<u>\$18.70</u>	<u>\$18.89</u>	<u>\$19.07</u>	<u>\$19.46</u>	<u>\$19.84</u>
<u>4</u>	<u>\$19.19</u>	<u>\$19.38</u>	<u>\$19.58</u>	<u>\$19.97</u>	<u>\$20.37</u>
<u>5</u>	<u>\$19.69</u>	<u>\$19.89</u>	<u>\$20.09</u>	<u>\$20.49</u>	<u>\$20.90</u>
<u>6</u>	<u>\$20.05</u>	<u>\$20.25</u>	<u>\$20.46</u>	<u>\$20.86</u>	<u>\$21.28</u>
<u>7</u>	<u>\$21.57</u>	<u>\$21.79</u>	<u>\$22.00</u>	<u>\$22.44</u>	<u>\$22.89</u>
<u>8</u>	<u>\$23.37</u>	<u>\$23.61</u>	<u>\$23.84</u>	<u>\$24.32</u>	<u>\$24.81</u>
<u>9</u>	<u>\$24.57</u>	<u>\$24.82</u>	<u>\$25.07</u>	<u>\$25.57</u>	<u>\$26.08</u>
<u>10</u>	<u>\$25.50</u>	<u>\$25.76</u>	<u>\$26.01</u>	<u>\$26.54</u>	<u>\$27.07</u>

Stock

<u>Step</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<u>1</u>	<u>\$9.87</u>	<u>\$9.97</u>	<u>\$10.07</u>	<u>\$10.27</u>	<u>\$10.48</u>
<u>2</u>	<u>\$10.96</u>	<u>\$11.07</u>	<u>\$11.18</u>	<u>\$11.40</u>	<u>\$11.63</u>
<u>3</u>	<u>\$12.05</u>	<u>\$12.17</u>	<u>\$12.29</u>	<u>\$12.54</u>	<u>\$12.79</u>
<u>4</u>	<u>\$13.50</u>	<u>\$13.64</u>	<u>\$13.77</u>	<u>\$14.05</u>	<u>\$14.33</u>
<u>5</u>	<u>\$14.77</u>	<u>\$14.92</u>	<u>\$15.07</u>	<u>\$15.37</u>	<u>\$15.68</u>
<u>6</u>	<u>\$15.31</u>	<u>\$15.46</u>	<u>\$15.62</u>	<u>\$15.93</u>	<u>\$16.25</u>
<u>7</u>	<u>\$16.00</u>	<u>\$16.16</u>	<u>\$16.32</u>	<u>\$16.65</u>	<u>\$16.98</u>
<u>8</u>	<u>\$16.50</u>	<u>\$16.67</u>	<u>\$16.83</u>	<u>\$17.17</u>	<u>\$17.51</u>

Utility

<u>Step</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<u>1</u>	<u>\$8.57</u>	<u>\$8.65</u>	<u>\$8.74</u>	<u>\$8.91</u>	<u>\$9.09</u>
<u>2</u>	<u>\$9.08</u>	<u>\$9.17</u>	<u>\$9.26</u>	<u>\$9.45</u>	<u>\$9.64</u>
<u>3</u>	<u>\$9.59</u>	<u>\$9.68</u>	<u>\$9.78</u>	<u>\$9.98</u>	<u>\$10.18</u>
<u>4</u>	<u>\$11.30</u>	<u>\$11.41</u>	<u>\$11.52</u>	<u>\$11.75</u>	<u>\$11.99</u>
<u>5</u>	<u>\$13.53</u>	<u>\$13.67</u>	<u>\$13.80</u>	<u>\$14.08</u>	<u>\$14.36</u>
<u>6</u>	<u>\$13.69</u>	<u>\$13.83</u>	<u>\$13.97</u>	<u>\$14.25</u>	<u>\$14.53</u>
<u>7</u>	<u>\$14.31</u>	<u>\$14.45</u>	<u>\$14.60</u>	<u>\$14.89</u>	<u>\$15.18</u>
<u>8</u>	<u>\$14.75</u>	<u>\$14.90</u>	<u>\$15.05</u>	<u>\$15.35</u>	<u>\$15.66</u>

Tech Doc

<u>Step</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<u>1</u>	<u>\$16.09</u>	<u>\$16.26</u>	<u>\$16.42</u>	<u>\$16.75</u>	<u>\$17.08</u>
<u>2</u>	<u>\$16.71</u>	<u>\$16.88</u>	<u>\$17.05</u>	<u>\$17.39</u>	<u>\$17.74</u>
<u>3</u>	<u>\$17.36</u>	<u>\$17.54</u>	<u>\$17.71</u>	<u>\$18.07</u>	<u>\$18.43</u>
<u>4</u>	<u>\$17.82</u>	<u>\$18.00</u>	<u>\$18.18</u>	<u>\$18.54</u>	<u>\$18.91</u>
<u>5</u>	<u>\$18.29</u>	<u>\$18.47</u>	<u>\$18.65</u>	<u>\$19.03</u>	<u>\$19.41</u>

<u>6</u>	<u>\$18.62</u>	<u>\$18.81</u>	<u>\$18.99</u>	<u>\$19.37</u>	<u>\$19.76</u>
<u>7</u>	<u>\$20.03</u>	<u>\$20.23</u>	<u>\$20.43</u>	<u>\$20.84</u>	<u>\$21.26</u>
<u>8</u>	<u>\$21.70</u>	<u>\$21.92</u>	<u>\$22.14</u>	<u>\$22.58</u>	<u>\$23.03</u>
<u>9</u>	<u>\$22.82</u>	<u>\$23.05</u>	<u>\$23.28</u>	<u>\$23.74</u>	<u>\$24.22</u>
<u>10</u>	<u>\$23.68</u>	<u>\$23.92</u>	<u>\$24.16</u>	<u>\$24.64</u>	<u>\$25.13</u>

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(I) Restricted stock equal to 4.4% of the fully diluted outstanding common shares of USAirways Group, Inc., at the time of consummation of the USAirways plan of reorganization

- 25% on the first day of the month that occurs at least 60 days following emergence from bankruptcy
- 25% on January 1 of the year following emergence from bankruptcy
- 25% on January 1 of the second year following emergence from bankruptcy
- 25% on January 1 of the third year following emergence from bankruptcy

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(J) The Company will offer a profit-sharing program for Mechanical and Related employees subject to the following conditions:

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- IAM’s agreement to eliminate the current profit-sharing provisions of the July 2002 and January 2003 Restructuring Agreements;
- Approval by the US Airways Group, Inc., Board of Directors; and
- Approval as part of the Company’s confirmed plan of reorganization in bankruptcy.

Assuming satisfaction of the conditions set forth above, the profit-sharing plan will be based on the following terms:

1. Company profit sharing pool to be established at 10% of the pre-tax profit excluding unusual items (as reported, according to GAAP accounting practices) for pre-tax margins ranging from 0.1% to 10.0%; and at the above, plus 15% of any pre-tax profit excluding unusual items (as reported, according to GAAP accounting practices) in excess of a pre-tax margin of 10.0%.

IAM’s portion of the profit-sharing pool will be proportionate to IAM’s share of the overall cost savings achieved through the Transformation Plan.

- An individual Mechanical and Related employee’s profit-sharing payment will be based on such employee’s gross W-2 earnings (prior to any elective deferrals) for the prior calendar year divided by the gross W-2 earnings (prior to any elective deferrals) for all eligible Mechanical and Related employees for the prior calendar year. At IAM’s option, “eligible Mechanical and Related employee” may include retired or furloughed Mechanical and Related employees who had gross W-2 earnings (prior to any elective deferrals) for the prior calendar year, subject to applicable law.

Deleted: Enhanced profit sharing returns in exchange for participation in \$200 million “Modified Restructuring Program” as follows:¶
<#>Any year in which pre-tax profits exceed 7%, 50% of such profits in excess of 7% will be distributed to participating employees.¶
<#>Capped at \$100 million¶
<#>Program ceases at end of loan period¶
<#>50% paid as lump sum payments ¶
<#>50% paid to the 401 (k) match (employees who do not have the existing 401 (k) match account will receive this as a lump sum payment) above any minimum contribution requirements, but not in excess of maximum tax deductible contributions, under ERISA¶
Pre-tax defined as excluding unusual items

ARTICLE 19.
UNION SHOP & DUES CHECK-OFF AGREEMENT

It is hereby agreed that there will be established a Union Shop under the Basic Agreement as follows:

A. Conditions.

1. Each employee of the Company covered by this Agreement who fails to acquire and maintain membership in the International Association of Machinists and Aerospace Workers (“IAM”) shall be required, as a condition of continued employment, to pay to the IAM a monthly service charge as a contribution toward the IAM’s costs in the administration of this Agreement and representation of the employee. The obligation to acquire and maintain membership in the IAM, or pay a service charge in lieu thereof, shall commence sixty (60) days after the effective date of this Agreement, or sixty (60) days after the beginning of the employee’s employment under this Agreement, whichever is later; provided; however, that membership in or financial support of the IAM shall not be required of any employee until he has performed forty-two (42) days (336 hours) of compensated service under this Agreement within a period of twelve (12) consecutive calendar months.

2. An employee shall not be required to acquire or maintain membership in the IAM, or pay a service charge, if:

(a) membership in the IAM is not available to the employee upon the same terms and conditions that are generally applicable to any other employee covered by this Agreement; or

(b) the employee’s membership in the IAM was denied, or terminated for any reason other than the employee’s failure to pay periodic dues, initiation fees, and assessments (not including fines and penalties) that are uniformly required as a condition of acquiring or retaining membership in the IAM. For purposes of this section, the IAM’s dues, fees and assessments shall be deemed to be “uniformly required” if they are required of all employees in the same work classification at the same time in the same Local Lodge.

3. This Article shall be in effect only as long as the IAM is the collective bargaining representative of the employees covered by this Agreement.

4. To the extent legally permissible, the monthly service charge described herein shall be in the amount equal to the IAM’s regular and usual monthly dues and assessments (not including fines and penalties).

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1 **5.** For the purpose of this Agreement, "Membership in good standing in the
2 Union," shall mean that the employee is a member of the Union and is not more
3 than sixty (60) days in arrears in the payment of initiation fees, assessments,
4 service charge and membership dues as referred to herein.
5

6 **6.** When an employee becomes delinquent or not "in good standing" within the
7 meaning of paragraph (C) 2. above, he shall be subject to discharge and the
8 following procedures shall apply:
9

10 (a) The General Chairman of the Union shall notify the employee in
11 writing, Certified mail, return receipt requested, and copy to the Senior Vice
12 President of Maintenance Operations of the Company, that he is delinquent in the
13 payment of initiation fees, assessments or membership dues as specified herein,
14 and accordingly is subject to discharge as an employee of the Company. Such
15 letter shall also notify the employee that he must make the required payment to
16 the Financial Secretary of the appropriate local lodge of the Union within fifteen
17 (15) days of the date of mailing of the notice or be subject to discharge.
18

19 (b) If, upon the expiration of the fifteen (15) day period, the employee
20 still remains delinquent, the General Chairman of the Union shall certify in
21 writing to the Senior Vice President of Maintenance Operations of the Company,
22 with copy to the employee, that the employee has failed to make the required
23 payment within the fifteen (15) day grace period provided in sub-paragraph (a)
24 above, and is therefore to be discharged. The Senior Vice President of
25 Maintenance Operations shall promptly notify the employee involved that he is to
26 be discharged from the service of the Company, and shall so discharge him for his
27 failure to pay or tender the initiation fees, dues, and assessments as required under
28 the terms of this Article unless he files an appeal.
29

30 (c) If the decision of the Senior Vice President of Maintenance Operations
31 is not satisfactory to the employee or to the Union, it may be appealed directly to
32 the highest officer of the Company designated to handle such appeals. Such
33 appeals shall be taken within ten (10) calendar days of the date of the decision
34 appealed from, and if taken, shall operate to stay action on the termination of
35 employment until the decision on the appeal is rendered. The Company shall
36 promptly notify the other party in writing of any such appeal. The decision of
37 such appeal shall be rendered within ten (10) calendar days of the date the appeal
38 is taken and the employee and the Union shall be promptly advised thereof. If the
39 decision on such appeal is that the employee has not complied with the terms of
40 this Agreement, his employment and seniority in that class or craft shall be
41 terminated within ten (10) calendar days of the date of said decision, unless the
42 Company and the Union agree otherwise in writing.
43

44 (d) Such decision on appeal shall be final and binding unless within seven
45 (7) days thereof the Union requests in writing that the decision be reviewed in
46 such joint conference by the Senior Vice President of Maintenance Operations or
47 by his designated representative, and the General Chairman, or by his designated

1 representative. If such request is made, the decision on appeal shall be reviewed
2 in such joint conference within seven (7) days of the date such request is received,
3 and any decision rendered within such seven (7) day period shall be final and
4 binding. If the decision on such review is that the employee has not complied
5 with the terms of this Agreement, his employment and seniority in that class or
6 craft shall be terminated within ten (10) calendar days of the date of said decision,
7 unless the Company and the Union agree otherwise in writing.

8
9 **7.** An employee discharged by the Company under the provisions of
10 paragraph (C) shall be deemed to have been discharged for non-payment of Union
11 dues, and notation so made on his employment record.

12
13 **8.** Time limits specified in this Article may be extended in individual cases
14 by written agreement of the Company and the Union.

15
16 **9.** The grievance procedure of the Basic Agreement will not apply to cases
17 arising under this Article.

18
19 **10.** Other provisions of this Agreement to the contrary notwithstanding, the
20 Company shall not be required to terminate the employment of any employee
21 until such time as the services of a qualified replacement are available. The
22 Company may not, however, retain any employee in the service under the
23 provisions of this paragraph for a period in excess of ninety (90) calendar days
24 from the date of the Union's original notice except by mutual agreement by the
25 parties hereto.

26
27 **B. Dues/Service Charge Check-Off.**

28
29 **1.** During the term of this Agreement, and provided the IAM is still the
30 collective bargaining representative for the employees covered by this Agreement,
31 and remit to the IAM, the service charges, or dues uniformly required by the IAM
32 as a condition of acquiring or retaining membership, provided each such
33 employee voluntarily executes the form described below.

34
35 **2.** This form, known as the "Dues/Service Charge Check-Off Form," shall be
36 prepared by the IAM and furnished to the Company. The Check-Off Form shall
37 contain the following language:

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46
47 **ASSIGNMENT AND AUTHORIZATION FOR PAYMENT**

1 **OF DUES AND/OR SERVICE CHARGES**
2 **TO INTERNATIONAL ASSOCIATIONS OF MACHINISTS:**
3
4 **TO US AIRWAYS, INC.**

5
6 I, _____, hereby authorize and direct US Airways, Inc. (the
7 “Company”) to deduct from my pay such monthly dues or monthly service charges
8 as are required as a condition of continued employment pursuant to Article 19 A of
9 the collective bargaining agreement between the Company and the International
10 Association of Machinists (the “IAM”). I understand and agree that this
11 authorization shall be irrevocable for one (1) year from the date hereof; provided,
12 however, that this authorization shall be automatically and immediately terminated
13 if the dues/service charge check-off provisions in the collective bargaining
14 agreement between the Company and the IAM are terminated, or if the IAM
15 ceases to be the collective bargaining representative of the employees covered by
16 this agreement. This authorization also may be revoked effective as of any
17 anniversary date of the signing hereof, by written notice to the Company and the
18 IAM by certified mail, return receipt requested, during the ten (10) days
19 immediately preceding any such anniversary.

20
21 Signature of Employee: _____ Employee Number: _____

22
23 Address of Employee: _____

24
25 IAM Number: _____

26
27 **3.** The Company will deduct from employees' wages, and turn over to the
28 Union, the Union membership fees of each employee who individually and
29 voluntarily authorizes the Company to make such deductions. Such
30 authorizations shall be made upon a card in a size and form mutually agreed to
31 between the Company and the Union. In order to become effective, such
32 authorization cards shall be delivered by the Union to the Payroll Department of
33 the Company. Such authorizations shall not be irrevocable for a period of more
34 than one (1) year from their effective date or beyond the termination of this
35 Agreement, whichever occurs sooner.

36
37 **(a)** Deductions for dues shall be made from the employee's paycheck for
38 the first (1st) and third (3rd) pay periods ending in each month. Such deductions
39 shall be made only in the event that sufficient earnings remain for such deductions
40 after other deductions have been made for Withholding Tax, Social Security
41 contributions, and other deductions required by law or by the Company.

42
43 **(b)** If sufficient earnings do not remain after other deductions as noted
44 above for each pay period during the month, or if there are employees on the
45 payroll that do not have on file with the Company an authorization for dues
46 deductions as per paragraph (H) 1., the Union shall be so notified. Notification
47 shall include employee number, name, classification code, department, city and

1 the amount of deduction for each period and total amount for the month. And it
2 shall thereafter be the responsibility of the Union to collect dues for that month
3 and for any month following in which sufficient funds are not available for such
4 deductions.

5
6 (c) The obligation of the Company to make such deductions shall
7 terminate in the event an employee shall cease to be an employee as defined in
8 Article 1 of this Agreement.

9
10 4. Upon submission of the appropriate form, a single flat sum deduction for
11 an initiation fee shall be made from each newly hired employee's paycheck
12 subject to paragraph (A) above. Such deduction shall be made only in the event
13 that sufficient earnings remain for such deduction after other deductions have
14 been made for Withholding Tax, Social Security contributions and other
15 deductions required by law or by the Company.

16
17 5. The Union shall indemnify the Company and hold it harmless against any
18 and all suits, claims, demands, and liabilities which arise out of or by reason of
19 any action taken or not taken by the Company for the purpose of complying with
20 any of the provisions of this Agreement.

21
22 6. This Agreement shall become effective on the date of signing of the Basic
23 Agreement, and shall continue in full force and effect concurrently with said
24 Agreement.

25
26 7. The Company will provide for voluntary employee contribution to
27 Machinist Non-Partisan Political League (MNPL) through payroll deduction.

1 **ARTICLE 20.**
2 **SEVERANCE ALLOWANCE**
3

4 (A) Entitlement: Any employee with two (2) or more years of service whose
5 employment is interrupted due to reductions in force while he is in a position
6 covered by this Agreement shall be paid the severance allowance provided in
7 paragraph (B) following, subject, however, to the limitations and qualifications
8 and in accordance with the terms set out in paragraphs (B) and (F).
9

10 (B) Service Requirements: Employees who have completed two (2) or more
11 years of service, on the date laid off will receive severance at the rate of one (1)
12 week's pay for each completed year of service, up to a maximum of fifteen (15)
13 weeks.
14

15 (C) Computation and Method of Payment: A week of severance allowance
16 shall be computed on the basis of the employee's regular straight time hourly rate
17 at the time of his employment interruption multiplied by forty (40) hours.
18 Severance allowance shall be paid at the successive payroll periods immediately
19 following the date employment is interrupted and shall continued to be paid until
20 the employee is recalled or the severance allowance entitlement is exhausted,
21 whichever occurs sooner.
22

23 (D) Disallowances: Severance allowance shall not be paid when the
24 employee:
25

- 26 1. Is discharged for just cause, retires or resigns.
- 27
- 28 2. Has his employment temporarily interrupted because of a strike or
29 picketing on Company premises, an Act of God, a national war
30 emergency, revocation of the carrier's operating certificate(s), or
31 grounding of the carrier's aircraft by Governmental order.
32
- 33 3. Elects to exercise any seniority, bumping or transfer afforded him
34 under this Agreement to remain in active service with the carrier or
35 accepts employment offered by the carrier.
36

37 (E) Other Allowances: The severance allowances provided herein shall be in
38 addition to any or all other benefits provided under this Agreement.

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1 (F) An employee returning to the service of the Company after being on layoff
2 shall be credited upon re-employment with any unused severance allowance or, if
3 it results in a greater amount, up to a maximum of five (5) weeks of severance
4 allowance computed as provided in paragraph (B) above, and based on his prior
5 period of service. In the event he is again laid off under conditions entitling him
6 to severance allowance, he shall be entitled to an amount computed on his years
7 of compensated service with the Company after the date of such return to the
8 Company's service, plus such amount credited to him upon re-employment.
9

ARTICLE 21
RETIREMENT

A. Covered employees will participate in the US Airways, Inc. 401(k) Savings Plan and the US Airways, Inc. Employee Pension Plan (Base Account) after they have completed the service necessary for eligibility and participation as defined in the plan documents and summarized below. These benefits will be in addition to any previously accrued and vested benefits under the Retirement Plan for Mechanic and Related personnel of US Airways, Inc.

Effective January 1, 2005, the Company will contribute to the Employee Pension Plan account three (3) percent of the employee's eligible per pay period compensation (base pay, premium pay and overtime pay.)

The Company will make matching contributions at a rate of 50% of the employee's first 4% of pre-tax contributions, up to a maximum of 2% (e.g. the employee contributes 4% to the 401(k) account; the company contributes 2% to the company match account). This account is only established if the employee participates in the 401(k) account.

In order to be eligible for the Employee Pension Plan and the Employee Savings Plan, you must be 18 years of age or older. Additionally, you will be eligible to participate in these plans effective the 1st of the quarter following 90 days of continuous employment. This includes part-time and full-time employees. Participation in the Employee Pension Plan is automatic. Participation in the Employees Savings Plan requires employee enrollment.

B. Retiree Medical Insurance

An employee who works for US Airways, Inc., under the Agreement including his eligible spouse and dependents, and retires at age fifty-five (55) or older will have medical benefits as described in the applicable table(s) in Attachment E.

Should a retiree predecease his or her spouse the Company will continue to provide Medical Insurance to the widow or widower and eligible children. The continuation of coverage will be subject to the appropriate contribution requirement as described in Attachment E and is based on the surviving spouse's age and the retirement date of the deceased employee.

C. Retiree Life Insurance

Employees have the option of continuing either the \$35,000 or the amount of Basic Life Insurance in effect prior to their retirement until they reach the age 65. Life insurance ends at age 65. Any Optional or Basic Life Insurance lost or reduced due to retirement or the attainment of age 65 may be converted to an individual plan. Conversion must occur within 31 days of retirement.

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ARTICLE 22
INSURANCE

(A) Employees covered under this Agreement may elect to participate in one of the three levels of Medical coverage and the Dental coverage described in Attachment A. Such election must be accomplished during the annual open enrollment period. The employee's cost shall be established in advance and are reflected in Attachment A.

The Company shall pay the premiums on the first thirty-five thousand dollars (\$35,000) of the employee's basic group life coverage. The basic life coverage will equal two hundred percent (200%) of basic annual salary and no employee will be required to purchase the full basic to receive the thirty-five thousand dollars (\$35,000) paid life insurance. Any employee wishing to purchase either Option I or Option II (both at one hundred percent [100%] of basic annual salary) will be required to be at full basic at two hundred percent (200%) of basic annual salary.

Existing benefits will not be decreased during the terms of this Agreement. Such coverage will be extended to the employees and their dependents for a one hundred-twenty (120) day period after an employee has exhausted his sick leave or placed on an unpaid leave of absence due to occupational injury. This provision does not apply to probationary employees. This coverage will also be extended to furloughed employees for a ninety (90) day period following their last compensable day under this Agreement.

(B) Employees who are required to participate in test flights shall be covered by a standard aviation accident insurance policy with a death benefit of not less than one-hundred fifty thousand dollars (\$150,000) paid by the Company.

(C) Employees who are required to travel at the discretion of the Company to a base or location other than their assigned base in the performance of their work shall be covered by one hundred thousand dollars (\$ 100,000) of life insurance coverage for accidental death from any cause. Said coverage shall commence from the time he leaves his assigned base and shall continue in force until he returns to his assigned base at the completion of such travel.

(D) The Company will provide and pay for insurance coverage against the loss by fire or theft of complete tool box and contents owned by mechanic employees while such is on Company premises for use in connection with work and while in transit to or while being used in connection with a field service assignment. Employees covered under this provision must provide a complete tool inventory and valuation. It shall be the employee's responsibility to provide tool inventory updates on any additions or deletions in order to maintain a current summary at all times.

Deleted: This option provides for an actuarially reduced retirement income payable to the participant during his lifetime, subject to a guarantee that no less than one hundred eighty (180) monthly payments will be made to either the participant or the participant's named beneficiary.¶

¶
¶
¶
4. Adjustment for Federal Old Age Benefit¶

¶
A participant may elect to have his retirement income actuarially adjusted to provide, so far as practical, a constant, total retirement income inclusive of the estimated Federal Old Age Benefit, both before and after it is scheduled to commence.

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(L) Qualification of Plan¶
¶
The Plan shall be qualified as a Pension Plan pursuant to the pertinent provisions of the Internal Revenue Code of 1954, as now in effect or hereinafter amended, or any other applicable Federal laws.¶

¶
This amended Plan will continue in accordance with the Duration provisions of the basic Agreement. The Company will provide to each employee a complete pension plan booklet.¶
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This insurance coverage shall be provided with a maximum coverage of:

- \$5,000 -----Rollaway, Tool Box, Tote Tray and Contents
- \$2,000 -----Tool Box, Tote Tray, and Contents
- \$1,000 -----Tote Tray and Contents

with a one hundred dollar (\$ 100.00) deductible provision.

Losses under the policy will be settled by the Company through its insurance company with the employee bearing the one hundred dollars (\$ 100.00) deductible. Recovery of losses will be provided by either a new comparable tool and box replacement or cash reimbursement after discussion with the employee.

(E) No employee will be required to participate in a bomb scare investigation against his wishes. The Company will provide death and disability insurance coverage as set forth below, applicable if the employee suffers death or permanent disability while on duty and a bomb explosion is the proximate cause of such death or disability.

Death	\$100,000
Total Permanent Disability	100,000
Total Loss of Two members	100,000
Total Loss of One Member	50,000

Member, as used herein, is defined as an arm, leg or eye.

(F) All eligible employees covered by this Agreement will have at their option a Long Term Disability Insurance Plan as established by the Company and the Union in the 1973-1975 IAMAW Agreement. The administrative costs of the Plan will be borne by the Company and the premium costs will be borne by the employee.

ARTICLE 23
DURATION

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Except as otherwise noted, the effective date is the first Monday after the first pay period following ratification by IAM members, signatures of the IAM Leadership, and entry of an order or orders of the Bankruptcy Court (i) approving the 2004 IAM-US Airways Agreement; (ii) authorizing rejection of the 1995 IAM-US Airways Agreement, with such rejection occurring upon the effectiveness of the 2004 IAM-US Airways Agreement; and (iii) determining, with the consent of the parties, that no claim for damages will result from rejection of the 1995 IAM-US Airways Agreement, and shall remain in full force and effect through December 31, 2009 and thereafter unless and until reopened in accordance with the Railway Labor Act.

Deleted: this Agreement shall become effective the first full week after notification of ratification by the membership

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The parties will commence bargaining for a new collective bargaining agreement no later than January 15, 2009. If the parties have not reached a tentative agreement by July 1, 2009, they will, no later than July 10, 2009, jointly apply for mediation with the National Mediation Board. In the event the parties have not reached a tentative agreement during the status quo period following the amendable date, all base rates will be increased by three (3) percent on July 1, 2010 and on each July 1st thereafter until a new agreement is signed.

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All letters and addenda to the Agreement that have not specifically been modified remain in full force and effect through December 31, 2009 or the date after which the Agreement is amended.

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No amendments to this agreement will be valid unless signed by the Vice President of labor relations or his designee and a General Chairman of the IAMAW.

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Schedule A shall become effective the first (1st) day of the first (1st) pay period following ratification of this Agreement, for all employees covered by this Agreement who were on the payroll of the Company on that or subsequent dates except those employees who have resigned or were discharged.

IN WITNESS WHEREOF, the parties have signed this Agreement this 26th day of January, 2005.

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International Association
of Machinist and
Aerospace Workers

US AIRWAYS

William O'Driscoll
President & General
Chairman District 142

E. Allen Hemenway
Vice President
Labor Relations

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6		<u>William L. Freiberger</u>		<u>Ron Harbinson</u>	Deleted: E. Allen Hemenway
7		General		Director <u>Labor Relations -</u>	Deleted: Managing
8		Chairman District <u>142</u>		Ground	Deleted: 141M
9					Deleted: Labor Relations -
10					
11		<u>Anthony Giammarco</u>			Deleted: Charles R. Nardello
12		General		Negotiating Committee	
13		Chairman District <u>142</u>			Deleted: 141M
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16		<u>Thomas Regan</u>			Deleted: Beth Holdren
17		General		Negotiating Committee	
18		Chairman District <u>142</u>			Deleted: 141M
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21		<u>Frank Schifano</u>			Deleted: Dave Cunningham
22		Vice President at Large		Negotiating Committee	
23		District <u>142</u>			Deleted: 141M
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26		<u>William Hoogenhout</u>			Deleted: Hoogenhout
27		Negotiating Committee			
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30		<u>Thomas Belmont</u>			
31		Negotiating Committee			

1
2 **LETTER OF CLARIFICATION**
3
4

5 (A) As a clarification of Article 2 (Scope of Agreement) of the Agreement
6 between US Airways, Inc., and the International Association of Machinists and
7 Aerospace Workers, it is agreed that:
8

- 9 1. Section (B) of said Article 2 is recognized by both parties as
10 prohibiting the "farming out" of the types of work specified in said
11 Section (B).
12
13 2. The intent of said Section (B) is that the types of work specified
14 therein (and in Article 4 of the aforementioned Agreement) shall be
15 accomplished by the employees of US Airways, Inc., described in the
16 said Article 4.
17
18 3. The preceding clarification shall apply to the aforementioned
19 Agreement, and any and all supplements thereto or modifications
20 thereof reached under the Railway Labor Act, as amended, and shall
21 be and remain in effect until modified by mutual agreement or until a
22 contradictory renegotiated Article 2 of the aforementioned Agreement
23 is made effective, whichever occurs first.
24

25 (B) This clarification is agreed to, signed and effective this 6th day of August,
26 1952.

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7 **CLARIFICATION OF ARTICLE 2(B)**
8
9

10 Relative to Article 2 (Scope of Agreement) of the Agreement between US
11 Airways, Inc., and the International Association of Machinists and Aerospace
12 Workers, it is agreed that, within the limits hereinafter specified, the following
13 listed exceptions to the coverage of Article 2 shall not be deemed in violation
14 thereof:

15
16 (A) When an aircraft (which is owned and/or operated by US Airways, Inc.),
17 is engaged in a charter flight off the Company system. It is the Company's intent
18 not to schedule maintenance at these points and major problems will be handled
19 by sending our own maintenance personnel unless local restrictions prohibit this.

20
21 ~~(B)~~

22
23 It is not the Company's intent to perform scheduled maintenance at
24 locations other than US Airways maintenance bases except that daily checks and
25 unscheduled aircraft maintenance may be accomplished by a vendor at non-
26 maintenance stations.

27
28 (C) The Company may subcontract to vendors liquid service to aircraft limited
29 to water, fuel, oil, A.D.I., and water methanol at all locations. In addition, the
30 Company may subcontract to vendors the fueling of ground equipment at all
31 locations.

32
33 (D) When ground equipment fueling is not subcontracted, it will not be
34 deemed a violation of the Agreement for US Airways employees to fuel the
35 equipment he is operating, provided there is no escalation of this practice as
36 presently exists.

37
38 Line stations will be maintained and/or established (based on RON flight
39 schedule activity) as follows: line stations will include at a minimum BOS, CLT,
40 DCA, LGA, PHL, PIT and at least four other stations as determined by the
41 Company.

42
43 (E) Major construction or installation of new facilities, equipment, or
44 machinery when employees of the Company are incapable, from the standpoint of
45 skill or equipment, of performing the work.
46

Deleted: B) It is agreed and understood that the correction of minor mechanical difficulties which arise after a ship leaves the last station where Company maintenance employees are maintained, shall be considered to be within the scope and meaning of this paragraph. The following examples of minor mechanical difficulties are set forth below:¶

¶ 1. Replacement of light bulbs, bulbs, fuses, current limiters. ¶

¶ 2. The servicing of aircraft systems, requiring fluids, air, i.e., landing gear struts, propellers, etc..¶

¶ 3. The replacement of wheels on CV-580 and F-27 aircraft (however, this does not include brake assemblies).¶

<#>The replacement of any component which does not require special knowledge or involved in troubleshooting such as black boxes, quick disconnect valves, instruments, transmitters, etc. ¶

<#>The repair or replacement of cabin accouterments, i.e., seat belts, seat covers, trim, etc., as required to dispatch aircraft.¶

<#> Reinstallation of emergency windows.¶

¶ In the event parts are not available at the location of repair and in those instances where parts must be dispatched from a US Airways maintenance station, US Airways maintenance personnel must accomplish the repairs mentioned above.

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When ground equipment fueling is not subcontracted, it will not be deemed a violation of the Agreement for US Airways employees to fuel the equipment he is operating, provided there is no escalation of this practice as pres ... [54]

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Deleted: D) It is understood and agreed that the Company intends to work toward having at least one of its own mechanics based at each station on the system where there is an overnight airplane, and in consideration of ... [55]

1 | **(F)** Alteration and construction of City Ticket Offices and offices at the
2 various airports used by the Company when such work at the given airport has
3 not been customarily performed by employees of the Company.

4
5 **(G)** Types of work customarily contracted out, such as parts and material
6 which the Company could not be expected to manufacture, such as engine and
7 airframe parts, castings, cowlings, seats, wheels and other items which are
8 commonly manufactured as standard items for the trade by vendors. Work
9 subcontracted out to a vendor will be of the type that cannot be manufactured or
10 repaired in-house by existing skills/equipment or facilities of the Company.

11
12 **(H)** Purchase of standard ground equipment parts.

13
14 **(I)** Due to lack of facilities, the Company may subcontract the major overhaul
15 of aircraft engines during the life of this Agreement.

16
17 **(J)** The Company will bring in house all scheduled S checks for A320 series
18 aircraft where checks are due following the implementation of this agreement.

19
20 Base work will be performed in both CLT and PIT.

21
22 The Company may outsource all 757, 767, and A330 maintenance excluding
23 normal line work.

24
25 The Company may outsource a maximum of 50% of the 737 required scheduled
26 Q checks annually.

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1 | **Re: Quality Control Checks**

2 November 13, 1972

3
4
5 Mr. George M. Kavros
6 Assistant General Chairman
7 District 141
8 International Association of
9 Machinists and Aerospace Workers
10 706 Montgomery Street
11 Alexandria, VA 22314

12
13 Dear Mr. Kavros:

14
15 In order to comply with the F.A.A. Continuous Airworthiness Program, it
16 will be necessary to perform additional quality control checks on certain repairs
17 and installation of aircraft components at our line stations.

18
19 Since October 19, 1966, the effective date of this requirement, the
20 Company has designated certain maintenance personnel to function as Quality
21 Control members as quality control checks become necessary. As you know, this
22 was an interim understanding between the IAMAW and the Company pending
23 further discussion and formalizing some definite method of assignment and
24 compensation for designated personnel performing this function.

25
26 In this regard, the Company proposes to adopt the following procedures:

27
28 **(A) Compensation:**

29
30 Compensation will be in accordance with the upgrading provisions of
31 Article 9, Paragraph (J) of the IAMAW Agreement. Of course, Paragraph
32 (J) 1, 2, and 3 will not be applicable to this circumstance.

33
34 **(B) Designation:**

35
36 Employees will be designated in accordance with seniority and
37 qualifications. Any employee who is not designated in proper order of
38 seniority will be notified of the reasons in writing by the Director of
39 Quality Control.

Deleted: Re: Plating Shop
LETTER OF AGREEMENT
between
US Airways, Inc.
and the
IAMAW

The Winston-Salem plating shop will begin operation approximately September 1, 1991. The Company and the Union recognize the specialized training, personnel qualifications, safety issues, and environmental considerations, which will be faced prior to and upon the opening of this shop.

Since the current Labor Agreement between US Airways, Inc. and the IAMAW does not contain specific qualifications for personnel assigned or bidding to a plating shop, this Letter of Agreement shall apply.

It is agreed that bids for vacancies and bumps as a "qualified" Mechanic in the plating shop will be awarded to employees with knowledge of hard chrome, cadmium, silver, and nickel salvage plating processes, in addition to one (1) year of experience in industrial plating. However, vacancies and/or bumps will be awarded to covered employees who meet the present qualifications for "Mechanic: Aircraft Base Maintenance all other shops not specifically listed", or "Mechanic: Ground Equipment shop" as contained in the current Agreement, provided, however, that a minimum of fifty percent (50%) of the employees per shift are "qualified". Lead Mechanic(s) in the plating shop must be "qualified", and will not be included in the fifty percent (50%) ratio calculation. All upgrades must be "qualified".

As long as the Company maintains a total shop complement of fifty percent (50%) or greater of "qualified" employees, vacancies in the plating shop will be filled with employees from the bargaining unit, pursuant to the foregoing paragraph. However, if the total shop complement is below fifty percent (50%), or by doing so, the total shop complement would be placed below the fifty percent (50%) ratio of "qualified" employees, the Company may fill the vacancy(ies) from outside the bargaining unit.

It is agreed that any employee awarded a position in the plating shop who is not "qualified" will be provided training approved by US Airways, however, the trained employee must remain in the plating shop for a minimum period of twelve (12) months after the successful completion of such training.

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Employees will be considered "q ... [56]

1 (C) Utilization:

2
3 The Company, to the extent possible, will assign the senior qualified,
4 designated mechanic on duty who has been properly authorized to recheck the
5 items set forth in the MPP.

6
7 It is understood that the Company will avoid using lead mechanics as
8 quality control members when properly authorized mechanics are available, either
9 on straight time or overtime bases.

10
11 It is further understood that the items set forth above, as well as other
12 items in the MPP will be inspected by inspectors as described in the Basic
13 Agreement, Article 4, Paragraph (D), at the stations where inspectors are located.

14
15 This letter shall not be construed to set any precedent regarding the
16 interpretation of inspector's duties under the Basic Agreement and shall run
17 concurrently with the Duration provisions of the Basic Agreement.

18
19 If you concur with the above, please sign and return the original of this
20 letter to this office so that we may implement these provisions as soon as possible.

21
22
23 Very truly yours,

24
25
26 /s/ W. L. Wickham
27 Assistant Vice President
28 Labor Relations
29

30 I CONCUR:

31
32
33 /s/ G. M. Kavros
34 Assistant General Chairman
35 District 141 of the IAMAW

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Re: Computer Programming

May 20, 1987

Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 - I.A.M.A.W.
R. D. #4, Box 300
McDonald, PA 15057

Dear Mr. Mazzocco:

During the 1987 round of negotiations, the Company and Union agreed to clarify work involving the programming of certain computer operated machinery. The use of the word "programming" in this matter does not mean computer programming, but merely inputs into the machine program associated with the specific instructions given to the machine to carry out its designed function.

It is understood that such inputs to machine programs will be made by leads or mechanics during the performance of their duties. However, it is also understood that such machine program changes may be made by supervisory personnel when such changes are made in the course of instructing employees, or are made during experimental or developmental stages of the machine program, or at any other time when such machine program changes are not directly related to the productive aspects of the machine.

Very truly yours,

/s/ Timothy R. Metcalf
Director, Labor Relations

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Re: Work in excess of 12 Hours
January 10, 1988
Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 - I.A.M.A.W.
R. D. #4, Box 300
McDonald, PA 15057
Dear Mr. Mazzocco:
During the 1987 round of negotiations, the Union sought to clarify the payment of double time for work in excess of twelve (12) hours.
It is understood that, notwithstanding the twenty-four (24) hour rule, the rate of double time shall be paid to an employee for all work in excess of twelve (12) hours where the first twelve (12) hours worked have been consecutive regardless of the starting time of such work. Overtime rates shall not apply to any regularly scheduled hours of service irrespective of the amount of hours the employee has been at work.
Very truly yours,
/s/ Timothy R. Metcalf
Director, Labor Relations
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Re: City to City bid awards

January 10, 1988

Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 - I.A.M.A.W.
R. D. #4, Box 300
McDonald, PA 15057

Dear Mr. Mazzocco:

During the course of the 1987 round of negotiations, the Company and Union discussed the subject of travel time without loss of pay for those employees transferring by exercise of seniority on city-to-city bid awards.

During these discussions, it was agreed that the Company would make every effort, subject to the employee's request and the needs of the service, to insure that an employee received up to four (4) days off without loss of pay by arranging the employee's days off.

It was recognized during these discussions that there may be circumstances where an employee's days off cannot be so arranged so as to provide four (4) consecutive days off. In such cases, it will be the spirit of this letter to provide the employee as much time off as possible without loss of pay. It is further understood that the employee may choose to waive the contractual time limits for changing days off to assist in meeting the intent of this letter.

Sincerely,

/s/ Timothy R. Metcalf
Director, Labor Relations

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¶
¶
Re: Attendance Control Program Intent¶
January 10, 1988¶
¶
Mr. Victor L. Mazzocco¶
Assistant General Chairman¶
District 141 - I.A.M.A.W.¶
R. D. #4, Box 300¶
McDonald, PA 15057
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Dear Mr. Mazzocco:¶
¶
During the 1987 round of negotiations, the Union sought a clarification of the intent of the Company's Attendance Control Program. The following sets forth the Company's intent with respect to the application of the Attendance Control Program.¶
¶
It is not the intent of the Attendance Control Program to discipline an employee for the legitimate use of sick leave benefits. The policy intends to correct the attendance record of those employees who frequently report absent to stretch a weekend or are simply claiming to be ill because they do not feel like coming to work.¶
¶
¶
Very truly yours,¶
¶
¶
/s/ Timothy R. Metcalf¶
Director, Labor Relations¶

1
2 **Re: 401(k) Savings Plan**

3 January 10, 1988

4
5
6 Mr. Victor L. Mazzocco
7 Assistant General Chairman
8 District 141 - I.A.M.A.W.
9 R. D. #4, Box 300
10 McDonald, PA 15057

11
12 Dear Mr. Mazzocco:

13
14 During the 1987 round of negotiations, the Company and Union discussed
15 the establishment of a 401(k) type savings plan. The following will constitute our
16 understanding regarding this subject.

- 17
18 1. The Company will establish no later than September 1, 1988 a 401(k)
19 savings plan in accordance with applicable federal law and other rules
20 and regulations as may be applicable.
21
22 2. The 401(k) plan will be designed and administered by the Company
23 or its agents at its sole discretion.
24
25 3. Employees of US Airways who are represented by the International
26 Association of Machinists who elect to participate may be required to
27 bear their fair share of the administrative costs as determined by the
28 Company or its agents.
29
30 4. The 401(k) savings plan will have, at a minimum, two (2) investment
31 options for participants to select. The Company will have no
32 responsibility for the performance of the investment options.
33
34 5. The parties agree that US Airways reserves the right to amend or
35 modify the 401(k) savings plan, including but not limited to
36 amendments required by law or to maintain the plan's qualified status.
37
38 6. The parties agree that the 401(k) savings plan will not require
39 employer contributions.
40
41 7. The parties agree that, in consideration for the carrier's agreement to
42 establish a 401(k) savings plan, the Union will not for a period of ten
43 (10) years serve a Section 6 notice to secure employer contributions
44 to the 401(k) savings plan and will not negotiate to that end in
45 Railway Labor Act collective bargaining. This understanding is for
46 the term set forth herein and will not be subject to the duration and
47 reopening provisions of the collective bargaining agreement.

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8. The Company agrees that in the event Railway Labor Act Collective Bargaining results in the establishment of or participation in a 401(k) Savings Plan for other employee groups and employer contributions are provided, such contribution will be provided to mechanic and related employees.

Very truly yours,

/s/ Ronald A. Butschle
Vice President,
Labor Relations

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Re: Customer Contract Maintenance

January 10, 1988

Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 - I.A.M.A.W.
R. D. #4, Box 300
McDonald, PA 15057

Dear Mr. Mazzocco:

During the recent round of negotiations, the Company and Union discussed the need to insure our ability to meet corporate needs in the area of customer contract maintenance (occasionally referred to as Aviation Service Division work).

In consideration of such matters, the Company and Union have agreed as follows:

Should the Company establish (start or gain via merger) a shop bid area function whose work is at least fifty percent (50%) or greater contracted outside customer based (Aviation Service Division), such bid area function may operate on a seven (7) day basis provided it meets all the terms of the basic agreement and the following:

1. The regular days off for such bid area function shall be Friday/ Saturday; Saturday/Sunday; Sunday/ Monday.
2. Work currently or historically performed in any five (5) day shop or seven (7) day shop being operated on a five (5) day basis shall not be transferred to such a bid area function.
3. The establishment of such a bid area function will not result in a reduction of headcount by classification in any other current shop or bid area.

Very truly yours,

/s/ Ronald A. Butschle
Vice President,
Labor Relations

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Re: Leave of Absence-Birth or Adoption

May 6, 1992

Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 - I.A.M.A.W.
R.D. #6, Box 348
McDonald, PA 15057

Dear Mr. Mazzocco:

During the 1990 round of negotiations, the Union sought to clarify the Company's practice concerning unpaid leaves of absence for employees after the birth or adoption of a child.

It is understood that the Company intends to continue the practice of granting unpaid leaves of absence after the birth or adoption of a child, dependent on the needs of the service, or in the event of a serious illness of immediate family members.

Sincerely,

/s/ Richard J. Frey
Director
Labor Relations - Ground

1 **Re: 10 Hour Workday**

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September 21, 1999

Mr. William Freiberger
Assistant General Chairman
District 141M

Dear Mr. Freiberger:

The following will confirm our conversation during negotiations.

The parties will meet to explore the feasibility of establishing a ten (10) hour work day for employees covered by the Mechanical and Related contract. It is understood the review will take into account safety issues, staffing efficiency requirements, employee considerations and must be cost neutral or cost beneficial to the Company. It is also recognized some areas or locations may lend themselves to a ten (10) hour work day more so than others.

Sincerely,

/s/ John M. Hedblom
Vice President,
Labor Relations

Agree and Concur:

/s/William L. Freiberger

1
2 **Re: Flexible Spending Account**

3 June 17, 1992
4

5
6 Mr. Victor L. Mazzocco
7 Assistant General Chairman
8 District 141 - I.A.M.A.W.
9 R.D. #6, Box 348
10 McDonald, PA 15057

11
12 Dear Mr. Mazzocco:

13
14 This will confirm the Company will establish a Flexible Spending Account (FSA)
15 Program by January 1, 1993. The January 1, 1993 implementation date assumes an
16 agreement is reached by October 15, 1993; otherwise, the implementation date will be
17 January 1, 1994. The program will consist of two reimbursement accounts, one for eligible
18 medical care expenses and the other for eligible dependent care expenses.
19

20 The FSA Program will be designed to permit Mechanic and Related employees to
21 contribute a portion of their compensation through payroll deduction into one or both
22 accounts on a pre-tax basis. These payroll deductions shall not reduce pay related benefits
23 for the purposes of retirement, disability or life insurance benefits, to the extent permitted by
24 law. As employees submit claims for eligible expenses throughout the year, they will be
25 reimbursed from their accounts. Elections by employees to contribute to FSA's must be
26 made prior to the beginning of the plan year. No changes in elections are permitted during
27 the plan year except in the event of a change in family status, as defined under the US
28 Airways Medical Plan. Amounts not reimbursed and remaining in the FSA's at the end of the
29 plan year will be used to reduce expenses incurred in the administration of the plan.
30

31 Maximums that may be excluded from tax during any taxable year will be established
32 in accordance with Internal Revenue Code provisions. The maximum medical/dental care
33 expense reimbursement of the Flexible Spending Account Program will be \$7,500 or the
34 maximum amount permitted under the law.
35

36
37 Sincerely,

38
39 _____
40 /s/Dwain C. Andrews
41 Vice President
42 Labor Relations

1 **Re: Changes in Classification - Payscale**

2

3 September 21, 1999

4

5 Mr. William Freiberger
6 Assistant General Chairman
7 District 141M – I.A.M.A.W.

8

9 Dear Mr. Freiberger:

10

11 The following will confirm our agreement during negotiations regarding pay steps for
12 employees who are initially upgraded to a classification.

13

14 Should an employee upgrade to a higher classification, the employee will be placed on the
15 pay step of the new classification scale closest to, but not lower than their existing rate of
16 pay.

17

18 As a result of the implementation of the 1999 collective bargaining agreement, any
19 employee in a pay step on the pre-1992 schedule A rates of pay (which no longer exists in
20 the new collective bargaining agreement) will be moved to the step on the new scale closest
21 to, but not lower than the employees existing rate of pay.

22

23

Sincerely,

24

25

26

27

/s/ John M. Hedblom

28

Vice President,

29

Labor Relations

30

31 Agree and Concur:

32

33

34 /s/William L. Freiberger

1 **Re: Limited Duty for New Hires**

2

3 September 21, 1999

4

5 Mr. William Freiberger

6 Assistant General Chairman

7 District 141M – I.A.M.A.W.

8

9 Dear Mr. Freiberger:

10

11 The following will confirm our discussions during negotiations regarding limited duty for
12 employees hired after the effective date of this agreement.

13

14 Limited duty status will be restricted to a maximum of 18 months, for employees hired after
15 the effective date of this agreement.

16

17

Sincerely,

18

19

20

21

/s/John M. Hedblom

22

Vice President,

23

Labor Relations

24

25 Agree and Concur:

26

27 /s/William

L.

Freiberger

1 **Re: Private Letter Ruling – 401(k) vacation rollover**

2
3 September 21, 1999

4
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9
10 Mr. William Freiberger
11 Assistant General Chairman
12 District 141M – I.A.M.A.W.

13
14 Dear Mr. Freiberger:

15
16 The following will confirm our conversation during Mechanical and Related Employee
17 negotiations regarding unused vacation 401(k) rollover.

18
19 The Company will request from the Internal Revenue Service (IRS) a Private Letter Ruling
20 (PLR) that would permit the Company to allow employees with excess vacation at year's
21 end to rollover such vacation into the employee's 401(k) retirement plan.

22
23 Should a favorable ruling be received from the IRS in this matter the Company will meet
24 with the Union without delay to discuss the implementation.

25
26 Sincerely,

27
28
29
30 /s/E. Allen Hemenway
31 Director-Labor Relations
32
33
34

Deleted: Re: Part-Time Utility
September 21, 1999

Mr. William Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.

Dear Mr. Freiberger:

The following will confirm the agreement reached concerning part-time Line Maintenance utility employees in our recently concluded negotiations.

The Company will establish a separate classification of part-time utility employees in line maintenance bid areas. The provisions of the Agreement shall apply except as follows:

<#>The number of part-time utility employees will be limited to no more than one-third (thirty-three and one-third percent) of the total full-time line maintenance utility workforce, including vacancies, by location and shift (daylight and afternoon), excluding any shift entitling an employee to a night shift premium.

Where the calculation of part-time employees at the maximum percentage achieves a headcount number with a fraction, standard mathematical rounding will be used to achieve a whole number.

<#>Part-time employees will be scheduled for a minimum of three (3) and a maximum of five (5) continuous hours in a workday. Part-time employees scheduled to work four (4) hours or less will be entitled to one twelve (12) minute break. Part-time employees scheduled to work more than four (4) hours will be entitled to two twelve (12) minute breaks. Part-time employees may be scheduled up to a maximum of twenty five (25) hours in a work week and will not be eligible for overtime/extra hours unless the full-time utility overtime list(s) within the station and classification is exhausted.

<#>Part-time employees will be utilized in line maintenance bid areas and may be scheduled on shifts starting no earlier than 06:00 and ending no later than 22:00. Part time employee shift start times will be based on the needs of service and part-time employees will not be subject to Article 5. Part time employees will not be scheduled or assigned to clean RON aircraft except when overtime has been exhausted as provided for in paragraph B.

<#>Part-time employees will acc... [57]

Formatted

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Re: Alter Ego

September 21, 1999

Mr. William Freiberger
Assistant General Chairman
District 141M – I.A.M.A.W.

This is to confirm the understandings reached between US Airways, Inc. (the “Company”) and the I.A.M.A.W. (the “Union”) during negotiations for the 1999 mechanical and related employee collective bargaining agreement (the “Agreement”).

In the event that US Airways Group, Inc. or any wholly owned subsidiary of US Airways Group, Inc., operates any aircraft other than commuter aircraft or regional jets then the maintenance work on those aircraft shall be subject to Article 2 of the 1999 Agreement.

Accepted and agreed:

/s/William Freiberger
Assistant General Chairman
On behalf of the IAMAW

/s/Lawrence M. Nagin
Executive Vice President
Corporate Affairs and
General Counsel for
US Airways Group, Inc.

/s/John M. Hedblom
Vice President
Labor Relations
US Airways, Inc.

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¶
Re: Fuel Tank Entry Crew¶
¶
February 24, 1998¶
¶
Mr. William L.Freiberger¶
Assistant General Chairman¶
District 141M - I.A.M.A.W.¶
63 Zediker Station Road¶
Washington, PA 15301¶
¶
¶
Dear Mr. Freiberger:¶
¶
The following will confirm our agreement reached in our recently concluded negotiations concerning fuel tank repairs: ¶
¶
1. The Company agrees to establish Fuel Tank Entry Repair Crews.¶
¶
2. Each Crew will be based at a line maintenance station, as determined by the Company, to best meet the needs of the service.¶
¶
3. Qualifications for a Mechanic on the Crew are as follows:¶
a. an Airframe and Power Plant (A&P) License;¶
b. physical size to allow entry into fuel tanks; and¶
c. successful completion of training.¶
¶
4. Employees bidding for this position must remain in the position for the duration of the stability period of eighteen (18) months. Employees will only be eligible to bid during the stability period as provided for in Article 17 (J) items 1-4.¶
¶
5. Vacancies and/or bumps will be awarded to covered employees who meet the qualifications outlined above, provided, that a minimum of fifty percent (50%) of the employees per shift are “qualified.”¶
¶
6. The regular repair of fuel tanks and leaks will not be the exclusive right of the Crew. The Company shall continue to maintain the right of assignment to other employees covered by the Labor Agreement based on the qualifications required and the needs of the service.¶
¶
7. When not performing the duties of fuel tank entry repair, those individuals in this bid area will perform Line maintenance work. Lead ratios will be maintained within the bid area.¶
¶
8. Continuation of the Crew beyond two (2) years will be contingent (... [59])

1 | **Re: Medical Exams**

2
3 June 9, 1999

4
5 Mr. William Freiberger
6 Assistant General Chairman
7 District 141M – I.A.M.A.W.

8
9 Re: Medical Examinations

10
11 This will confirm our agreement during negotiations for the 1999 Mechanical and
12 Related Employees collective bargaining agreement (the 1999 Agreement) regarding
13 medical examinations.

- 14
15 A. Employees may be required to submit to a Company paid medical examination at
16 any time when the employee’s entitlement to limited duty under Article 8(I) is in
17 question, or when the Company reasonably determines that the employee’s
18 physical or mental condition may impair the performance of his duties or poses a
19 safety hazard to himself, other employees or customers.
- 20
21 B. Any information obtained by or as a result of a Company’s medical examination
22 shall be treated confidentially. The employee, upon request, shall be furnished a
23 copy of the Company’s medical examiner report.
- 24
25 C. Any employee who disagrees with the results of the Company medical
26 examination shall, at his option, have a review of his case as follows:
 - 27
28 1. The employee may employ a qualified medical examiner, of his own
29 choosing and expense, for the purpose of conducting a physical/mental
30 examination with regard to the conditions covered by the Company’s
31 medical examination.
 - 32
33 2. A copy of the findings of the medical examiner chosen by the employee
34 shall be furnished to the Company.
 - 35
36 3. In the event the medical examiner chosen by the employee disagrees with
37 the medical examiner employed by the Company, the Company will, at
38 the written request of the employee, ask that the two medical examiners
39 agree upon and appoint a third qualified and neutral medical examiner,
40 who shall examine the employee and make a determination with regard to
41 any of the matters referred to in Paragraph A.
 - 42
43 4. Copies of such medical examiner’s report shall be furnished to the
44 Company and the employee. The neutral examiners report shall be final
45 and binding on both parties.
 - 46

Deleted: Re: Plant Maintenance

¶
Mr. William L. Freiberger¶
Assistant General Chairman¶
District 141M - I.A.M.A.W.¶
63 Zediker Station Road¶
Washington, PA 15301¶

¶
RE: Plant Maintenance Bid Areas¶

¶
Dear Mr. Freiberger:¶

¶
The following will confirm our agreement reached in negotiations concerning Plant Maintenance Bid Areas.¶

¶
It is agreed that the work described in this letter is the normal and customary Plant Maintenance work performed within the exclusive and common IAM - Mechanic and Related use areas. This letter is not intended to modify the scope of work currently being performed in the PIT, CLT, INT or BOS Plant maintenance Bid Areas or in any way waive any scope of work as defined in Article 2 of this Agreement. The Company may establish Plant Maintenance Bid Areas in the future where the Company determines the need exists. In the event that the Company establishes a new Plant Maintenance Bid Area, the Company will meet with the Union and discuss the scope of work to be performed by the employees in the new Plant Maintenance Bid Area. ¶

¶
Where airport lease agreements provide that work be accomplished by the lessor or its designee, such work will not be considered in conflict with this letter. Additionally, the performance of warranty work by outside contractors will not be considered in conflict with this letter. Where outside contract support is required, the Company may assign one or more Mechanics to assist the contractor as necessary. ¶

¶
A committee will be established in each location where a Plant Maintenance Bid Area exists. The committee will consist of at least one member of management and one employee from the bid group. This committee will meet and discuss new projects the committee determines that sufficient skills (including any license/certification required), equipment and facilities are available to accomplish the work, the work will be performed by Plant Maintenance personnel except as otherwise provided for herein.¶

¶
“Exclusive Use” IAM Mechanic and Related areas are; Hangars, Support Shops, Test Cells and break rooms, locker rooms and rest rooms located within these areas. “Common Use” IAM Mechanic and Related areas are those areas within the Hangars and Shop areas used regularly by IAM Mechanic and Related employees including; tra ... [60]

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5. The expense of the neutral medical examiner shall be borne one-half (1/2) by the employee and one half (1/2) by the Company.

Sincerely,

/s/John M. Hedblom
Vice President
Labor Relations

Accepted and agreed:

/s/William Freiburger
Assistant General Chairman
On behalf of the IAMAW

1 **Re: Letter Consolidation**

2 February 17, 1999

3
4 Mr. William L.Freiberger
5 Assistant General Chairman
6 District 141M - I.A.M.A.W.
7

8
9 Dear Mr. Freiberger:
10

11 In response to our conversation in the 1999 negotiations relative to consolidating letters
12 of agreement into the Labor Agreement, the following will be the framework for our
13 discussions:
14

- 15 • The philosophy guiding the consolidation of Letters of Agreement is one of
16 housekeeping and clarity.
17
- 18 • This consolidation is not intended to advantage or disadvantage either party.
19
- 20 • Neither party will use the fact that letters were discussed, included or deleted in any
21 grievance or arbitration.
22
- 23 • Both parties will commit to surface all letters they have knowledge of, however it is
24 recognized that after the consolidation there may be letters of agreement between the
25 parties that were not found during the consolidation.
26

27
28 Your signature below indicates your concurrence.
29

30
31
32
33 Sincerely,

/s/E. Allen Hemenway
Director Labor Relations - Ground

34 Agree and Concur:

35
36
37 _____
/s/William L. Freiberger
38

2 | **Re: Pension Accrual While On Leave/Furlough**

3
4
5 September 21 , 1999

6
7 Mr. William Freiberger
8 Assistant General Chairman
9 District 141M- IAMAW

10
11
12
13 Confirming the July 29, 1993 agreement reached between Victor Mazzocco on
14 behalf of the IAMAW and Richard Frey of US Airways in the settlement of Grievance
15 Number 92-04591, the following rules regarding pension accrual apply:

- 17 • Employees who were, as of July 28, 1993, on authorized leaves of absence or furlough
18 will be entitled to have accrued Credited Service for pensions for any time which they
19 were accruing seniority under the Agreement.
- 21 • Employees who prior to July 28, 1993, had leaves of absence or furlough and had
22 returned to work prior to that date, will be entitled to have accrued Credited Service for
23 their pensions for any time during such prior leave of absence or furlough on which they
24 were accruing seniority under the Agreement.
- 26 • With regard to any authorized leave of absence or furlough for any US
27 Airways/IAM Mechanic and Related Employees beginning after July 28,
28 1993, the employees will continue to accrue Credited Service for pension
29 purposes as long as they continue to accrue seniority, except that in no case
30 will such a period be longer than a cumulative period of five (5) years.

31
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33
34 Sincerely,

35
36
37 /s/ John M. Hedblom
38 Vice President,
39 Labor Relations

40
41 Agree and Concur:

42
43 _____
44 /s/William L. Freiberger
45

Deleted: ¶
 Re: Station Staffing¶
 ¶
 September 21,1999¶
 ¶
 Mr. William Freiberger¶
 Assistant General Chairman¶
 District 141M - I.A.M.A.W.¶
 ¶
 Dear Mr. Freiberger:¶
 ¶
 The following will confirm our agreement on the subject of a new line station staffing formula. ¶
 ¶
 <#>It is agreed that the staffing formula governing line stations staffing will be a fixed percentage formula. The fixed percentage formula will be as follows: The Company will be permitted to park overnight a number of aircraft equal to thirty-three (33) percent of the total fleet until provisions of paragraph 2. below apply. As of the effective date of the Agreement the Company may close 3rd shift only line maintenance stations provided that the required number of aircraft overnighing in non-maintenance stations does not exceed thirty three (33) percent. ¶
 ¶
 <#>Three (3) years from the effective date of the Agreement the provisions described above will be eliminated and replaced as follows: The Company will be required to maintain three (3) or more shifts at a minimum of eighteen (18) line maintenance stations inclusive of the seven (7) largest stations as described in Paragraph 5 below. As of the effective date of the provisions of this paragraph, the seven (7) largest stations cannot be closed.¶
 ¶
 <#>As of the effective date of the Agreement, GSE-only cities will remain open subject to the provisions of Article 2(D). ¶
 ¶
 <#> If a station is closed it will be treated as a non-maintenance station within the meaning of Article 2.¶
 ¶
 <#>The seven largest stations presently are BOS, BWI, CLT, LGA, PHL, PIT and TPA. Once Paragraph 2 above goes into effect the determination of the seven (7) largest stations will be using the total station RON aircraft from the previous twelve (12) months in each station with the first calculation being made three years following the effective date of the Agreement. ¶
 ¶
 ¶
 6. The company will not schedule any scheduled aircraft maintenance in non-maintenance stations.¶

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Re: Airbus Training

February 18, 1999

William Freiberger
Assistant General Chairman
District 141M – I.A.M.A.W.

Dear Mr. Freiberger:

As we discussed during negotiations, due to the high volume and specialized nature of training required to introduce the Airbus Aircraft into US Airways fleet, the following understanding is reached regarding Article 17(J).

Specialized Manufacturer Training will include all Airbus Initial Training for the 330 aircraft conducted at any location. Additionally, any training conducted at any manufacturer’s location will be considered as Specialized Manufacturer’s Training.

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For training associated with the A330 aircraft, the stability period will be twenty-four (24) months following the beginning of training, except that no A330 trained employee shall have a stability period exceeding twelve (12) months following the introduction of the A330 aircraft into US Airways service.

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For A330 series aircraft, the Company and the Union will meet on each anniversary of the effective date of this agreement to discuss the continued need for Airbus Stability periods. Both parties recognize that these stability periods will be eliminated when a sufficient number of employees have received the training.

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Your signature below indicates your concurrence.

Sincerely,

/s/ John M. Hedblom
Vice President,
Labor Relations

Agree and Concur:

/s/William L. Freiberger

1 **Re: Retirement from Inactive Status**

2 June 16,1999

3 Mr. William L.Freiberger
4 Assistant General Chairman
5 District 141M - I.A.M.A.W.

6
7
8 Dear Mr. Freiberger:
9

10 During the recent round of negotiations the issue concerning employees retiring from
11 inactive service was discussed. This letter is to confirm that the Company discontinued
12 the practice which required Mechanical and Related employees, who are on the seniority
13 roster but not on the active payroll, to return to work for at least one day prior to
14 retirement in order to be eligible for retirement benefits, e.g., flight and medical/dental.

15 Sincerely,

16
17
18
19 /s/ John M. Hedblom
20 Vice President,
21 Labor Relations

22 Agree and Concur:

23
24
25 /s/William L. Freiberger
26
27
28

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¶
¶ **Re: IAD Staffing** ¶
¶ June 16, 1999 ¶
¶ Mr. William Freiberger ¶
¶ Assistant General Chairman ¶
¶ District 141M – I.A.M.A.W. ¶
¶ Dear Mr. Freiberger: ¶
¶ The following will confirm our
¶ agreement during negotiations regarding
¶ the staffing of IAD as a line maintenance
¶ location. ¶
¶ The Company agrees to open a line
¶ maintenance location at IAD within one-
¶ hundred and twenty (120) days following
¶ the effective date of the 1999 agreement. ¶
¶ During the initial staffing of IAD, the
¶ Company may award positions with
¶ report dates beyond the twenty-five day
¶ requirement described in Article 9,
¶ paragraph A. In no case shall any report
¶ date be later than one hundred and twenty
¶ (120) days from the date of the initial bid
¶ award for IAD. ¶
¶ Sincerely, ¶
¶
¶ /s/ John M. Hedblom ¶
¶ Vice President, ¶
¶ Labor Relations ¶
¶ Agree and Concur: ¶
¶
¶ /s/William L. Freiberger ¶
¶ ¶

1 **Re: Loading Bridge Maintenance**

2
3
4 June 16, 1999

5
6 Mr. William Freiberger
7 Assistant General Chairman
8 District 141M – I.A.M.A.W.
9

10 Dear Mr. Freiberger:

11
12 The following will confirm our agreement during negotiations regarding the annual check of
13 passenger loading bridges by Mechanical and Related employees.
14

15 In those maintenance stations where the Company owns and operates passenger loading
16 bridges, such maintenance work shall be performed by personnel covered by this
17 Agreement.
18

19 In the following non-maintenance locations where the Company owns and operates
20 passenger loading bridges, an annual inspection and correction of noted discrepancies
21 shall be performed by personnel covered by this Agreement:
22

23 BGM, BHM, BNA, CAE, ELM, FAY, FLL, IAD, ILM, ITH, LAS, MCI, MEM, MHT,
24 MKE, MSP, MSY, MYR, PHX, PNS, SAV, SEA, TYS
25
26
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28

29
30 Sincerely,

31
32
33 _____
34 /s/ John M. Hedblom
35 Vice President,
36 Labor Relations

37 Agree and Concur:

38
39 _____
40 /s/William L. Freiberger
41
42
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44

Deleted: ¶

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Re: TPA Plant Maintenance¶

¶
¶
June 16, 1999¶
¶
Mr. William Freiberger¶
Assistant General Chairman¶
District 141M – I.A.M.A.W.¶

¶ Dear Mr. Freiberger:¶

¶ The following will confirm our
agreement during negotiations regarding
a Plant Maintenance Bid area in TPA.¶

¶ The Company agrees to establish a Plant
Maintenance Bid Area at TPA within
one-hundred and twenty (120) days
following the effective date of the 1999
agreement. ¶

¶
¶
¶ Sincerely,¶

¶
¶

/s/John M. Hedblom¶
Vice President,¶
Labor Relations¶

¶ Agree and Concur:¶

¶

/s/William L. Freiberger¶
¶

-----Page Break-----

Re: DQC¶

¶
February 8, 1991¶
¶
Mr. Victor L. Mazzocco¶
Assistant General Chairman¶
District 141 – IAMAW¶

¶ Re: DQC Grievance Issues:¶
<#>Scheduled re-check of engine bolts¶
<#>Scheduled use of DQC¶

¶ Dear Vic:¶

¶ The following settlement offer addresses
the DQC grievance issues stated above
that were presented at Step III hearings
held on October 26, 1990.¶

¶ In reference to the grievances regarding
the scheduled re-check of engine bolts, it
is the position of the Company that the
scheduled re-check of torque on the
engine bolts and/or nuts is mechanic
work and does not require inspection,
therefore, no violation of the labor
agreement exists. Grievances related to
the scheduled re-check of engine bolts are
denied.¶

¶ ... [62]

1 **Re: Mandatory Overtime for Aircraft Deicing**

2 September 21, 1999

3
4 Mr. William Freiberger
5 Assistant General Chairman
6 IAMAW District 141M

7
8 Dear Mr. Freiberger:

9
10 Per our discussions in negotiations, the following situations should be considered as valid
11 and compelling reasons for declining mandatory deicing overtime:

- 12
- 13 • Unavoidable child care problems where, for example, due to the lack of advance notice
14 of the overtime requirement the employee has a young child who will be unattended by
15 an adult or person of suitable age and discretion. This is not intended to apply to a
16 situation where, for example, a high school age student would be home for a period of
17 hours.
- 18
- 19 • Medical restrictions imposed on an employee by a qualified medical practitioner which,
20 for example, limit the physical activities or the number of hours that an employee can
21 work in the workday which conflict with the overtime requirement. On the other hand,
22 this is not intended to apply where an employee is attempting to avoid working the
23 mandatory overtime in order to engage in outside employment or other personal
24 activities of the type and nature not referenced in this letter.
- 25
- 26 • FMLA qualifying situations where, for example, an eligible employee is required to care
27 for an elderly and /or disabled family member but, due to the lack of advance notice of
28 the mandatory overtime requirement, the family member will be unattended.
- 29
- 30 • Critical appointments and such events as weddings, funerals, baptisms, bar mitzvahs,
31 and graduations in the family, real estate closings, and certain doctor appointments
32 which cannot be rescheduled. This is not intended to apply to sporting events or other
33 social events.

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34 |
35 Your signature below indicates the concurrence of the IAMAW to the terms of this letter.

36
37 Sincerely,

38
39 _____
40 /s/ John M. Hedblom
41 Vice President,
42 Labor Relations

43 Agree and Concur:

44
45 _____
46 /s/William L. Freiberger

1 **Re: Mid Atlantic Airlines (MDA)**

2
3 Scotty Ford
4 President and General Chairman
5 International Association of Machinists
6 and Aerospace Workers – District 141M
7 321 Allerton Avenue
8 South San Francisco, CA 94080

9
10 Dear Mr. Ford:

11
12 Mid Atlantic Airways, Inc. (“MDA”) hereby recognizes International Association of
13 Machinists and Aerospace Workers (“IAM”) as exclusive representative under the
14 Railway Labor Act of the class or craft of MDA mechanic and related.

15
16 As to all other terms and conditions, as well as final language for the above, MDA will
17 expeditiously negotiate a labor agreement with IAM on the following schedule:

- 18
19 | 1. At IAM’s request, negotiations will begin 21 days after the effective date of the 2002
20 restructuring agreement between IAM and US Airways. If requested by the IAM,
21 negotiations will begin at a later date, provided that, in the event of such delayed
22 negotiations, if the parties do not reach agreement by the date that MDA places
23 mechanic and related employees on its payroll, MDA may implement rates of pay,
24 rules and working conditions. Such implemented terms will be without prejudice to
25 the positions of the parties in the negotiations, facilitation and arbitration specified
26 below, and, without agreement of the parties, will not be considered as a benchmark
27 or reference point for any terms that are subject to the negotiations.
28
- 29 | 2. The parties agree that in bargaining a first agreement for MDA, the terms and
30 conditions of employment will be cost competitive with other Regional Express
31 Carriers.
32
- 33 | 3. If the parties are unable to complete an agreement within 60 days after the
34 commencement of negotiations, they agree to facilitation and arbitration of open
35 terms, to be completed within 120 days of the commencement of negotiations.
36
- 37 | 4. If no agreement is reached within 60 days from the commencement of negotiations,
38 MDA and IAM will engage in facilitation with the facilitator/arbitrator “Neutral”) for
39 up to 30 days.
40
- 41 | 5. If no agreement is reached within 90 days from the commencement of negotiations,
42 the unresolved issues will be submitted to the Neutral for binding arbitration, with
43 the process to be completed within 120 days of the commencement of negotiations.
44
- 45
46 | 6. The Neutral shall be selected in accordance with the following procedure:
47

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- 1 | (a) The parties will exchange lists containing seven acceptable names as
- 2 | suggested Neutrals.
- 3 |
- 4 | (b) If there are any common names on the lists, those neutrals shall be
- 5 | contacted to determine their availability.
- 6 |
- 7 | (c) The neutral who is most available in accordance with the procedure stated
- 8 | in this letter shall be selected.
- 9 |
- 10 | (d) If there are no names in common on the lists, the parties will attempt to
- 11 | compile an agreed list. If unable to do so promptly, they will immediately
- 12 | contact the National Mediation Board and request a list of seven
- 13 | nationally-recognized arbitrators.
- 14 |
- 15 | (e) The Neutral will be selected by alternately striking from the list identified
- 16 | in subparagraph (d) above. The first strike will be determined by a coin
- 17 | toss.
- 18 |
- 19 | (f) If the selected neutral is unable to serve in accordance with the parties'
- 20 | time frame, the previously struck neutral will be selected. If no neutral is
- 21 | able to serve in accordance with such time frame, the parties may either
- 22 | extend the time frame by agreement or request that the NMB supply an
- 23 | additional list of seven names, continuing this process until a Neutral is
- 24 | selected.

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26 | 7. The labor agreement will contain appropriate scope and successor provisions and will

27 | also contain an appropriate struck work clause that indicates that MDA employees

28 | will not perform Mechanical and Related struck work at US Airways, Inc. while

29 | mechanic and related employees of US Airways, Inc. are engaged in a lawful strike.

31 | Employment opportunities at Mid Atlantic Airways will be made available to qualified

32 | furloughed US Airways, Inc. Mechanical and Related employees as described below:

- 34 | 1. Employees who are furloughed on or after the effective date of this agreement who
- 35 | desire transfer to an MDA Vacancy will be required to notify MDA and submit their
- 36 | application to MDA. Employees who are on furlough as of the effective date of this
- 37 | agreement who are interested in applying for Vacancies at MDA must submit their
- 38 | application to MDA within forty-five (45) days of the date that MDA notifies the
- 39 | Employee that it will begin to accept applications. Applications must include all
- 40 | locations for which the employee is applying.
- 41 |
- 42 | 2. MDA will offer employment to any qualified furloughed Employee who has applied
- 43 | under the terms stated in item (1) above prior to employing anyone else in that
- 44 | Vacancy. As employment opportunities become available, MDA will offer such
- 45 | positions in relative seniority order to qualified Employees who have submitted
- 46 | applications in accordance with this Agreement.

- 1 3. Furloughed Employees who accept positions at MDA under these terms will be
 2 entitled to such seniority and terms and conditions of employment as are negotiated
 3 with MDA and will not be subject to a probationary period.
 4
- 5 4. MDA will release Furloughed Employees who accept recall or transfer back to US
 6 Airways positions in order to comply with report dates pursuant to the terms of the
 7 US Airways CBA. If due to operational reasons MDA is unable to release recalled
 8 employees by the date specified in the notice from US Airways, Inc., MDA will pay
 9 the employee at mainline rates until he is released.

10
 11 Please indicate IAM's agreement with the above by signing in the space below:
 12

13
 14 Yours truly,

15
 16
 17
 18 /s/Robert T. Brayton
 19 President
 20 MidAtlantic Airways, Inc.
 21

22
 23 I agree with the above terms:
 24

25
 26 /s/Scotty Ford
 27 President and General Chairman
 28 International Association of Machinists
 29 and Aerospace Workers – District 141M

Deleted: ¶
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 RE: Part Time Overtime Qualifier¶
 ¶
 September 21, 1999¶
 ¶
 Mr. William Freiberger¶
 Assistant General Chairman¶
 District 141M - I.A.M.A.W.¶
 ¶
 Dear Mr. Freiberger:¶
 ¶
 As discussed, the following reflects our agreement as to how part-time Utility employees become qualified for overtime (premium) rates.¶
 A. A daily overtime qualifier will be used to determine premium rates on work days. Work days are defined as regularly scheduled or "shift swap worked" days.¶
 ¶
 <#>There will be a minimum daily eight (8) hour overtime qualifier which must be satisfied prior to being eligible for overtime premium rates.¶
 ¶
 <#>The daily qualifier for determining overtime premium eligibility will include all regularly scheduled hours worked, plus any shift swap hours worked, up to a combined maximum of eight (8) hours.¶
 ¶
 <#>After the daily overtime qualifier has been met, overtime will be paid at one and one-half (1½) times the regular rate for the first four (4) hours worked and two (2) times the regular rate for all hours there after.¶
 ¶
 B. A weekly overtime qualifier will be used to determine premium rates on days off. Days off are defined as "regularly scheduled" or "shift swap off" days.¶
 ¶
 <#>There will be a weekly forty (40) hour overtime qualifier which must be satisfied prior to being eligible for overtime premium rates on any day off.¶
 ¶
 <#>The weekly qualifier for determining overtime premium eligibility will include all regularly scheduled hours worked, additional hours offered by the Company worked at straight time rates, plus all hours not worked but paid (excluding Travel Time), plus shift swap hours worked not to exceed the total shift swap off hours.¶
 ¶
 <#>After the weekly overtime qualifier has been met, overtime will be paid at one and one-half (1½) times the regular rate for the first eight (8) hours overtime worked and two (2) times the regular rate for all overtime hours worked there after except as provided for in items 4 and 5 below.¶

1 | **RE: Aircraft Storage**

2
3
4 March 7th, 2000

5
6 Mr. William Freiberger
7 Assistant General Chairman
8 District 141M
9

10 Dear Mr. Freiberger:

11
12 The following will confirm our understanding on the issue of short or long term storage
13 of aircraft in the desert.

14
15 The Company agrees that where company mainline aircraft which the company intends to
16 sell, lease, or return to service are prepared for storage, such storage work will be
17 considered within the scope of the Mechanical and Related agreement. Work associated
18 with returning company mainline aircraft from storage to active company service will

19 also be considered within the scope of the Mechanical and Related agreement. Any
20 storage work for company mainline aircraft that are removed from service to be scrapped
21 or donated, will no be considered Mechanic and Related work.

22
23
24
25 Sincerely,

26
27
28 /s/E. Allen Hemenway
29 Director - Labor Relations – Ground
30 US Airways, Inc.

31
32 I concur:

33
34
35 /s/William Freiberger
36 Assistant General Chairman
37 I.A.M.A.W District 141M
38

Deleted: ¶
<#>Employees must work a minimum of four (4) hours at an overtime premium rate on their first regularly scheduled day off in order to be paid two (2) times the regular rate for all overtime hours worked on their second regularly scheduled day off. ¶
¶
C. Employees who shift trade to be off and who work overtime on the day off shall be paid a maximum rate of time and one-half 1 (½) for the first eight (8) hours of overtime worked and two (2) times the regular rate for all overtime hours worked thereafter. ¶
¶
D. All hours offered by the Company in addition to an employee's regularly scheduled that do not meet the daily and/or weekly qualifiers for premium rates will be paid at straight time rates. ¶
Sincerely, ¶
¶
/s/E. Allen Hemenway ¶
I concur: Director- Labor Relations ¶
US Airways, Inc. ¶
¶
¶
/s/Mr. William Freiberger ¶
Assistant General Chairman ¶
IAMAW – District 141M ¶
-----Page Break-----

1 **RE: Inspectors Bidding Lead Jobs**

2
3
4
5
6
7 March 27th, 2000

8
9 Mr. William Freiberger
10 Assistant General Chairman
11 District 141M

12
13 Dear Mr. Freiberger:

14
15 The following will confirm our understanding on the issue of “Inspectors bidding Lead
16 Jobs”.

17
18 Where an Inspector works in a multiple function bid area, in order to be considered qualified
19 to bid a Lead Mechanic job, the Inspector must have at least 2080 hours of Inspection work
20 in the particular function related to the specific bid area. Additionally, he must meet the
21 minimum qualifications for the Basic Mechanic job.

22
23
24 Sincerely,

25
26
27 /s/E. Allen Hemenway
28 Director - Labor Relations – Ground
29 US Airways, Inc.

30
31 I concur:

32
33
34 /s/William Freiberger
35 Assistant General Chairman
36 I.A.M.A.W District 141M

37
38
39 cc: Maintenance Management Staff

Deleted: ¶
¶
¶
RE: Fuel Entry Tank Crew Clarification¶
¶
3-21-00¶
¶
Bill Freiberger¶
Assistant General chairman¶
IAMAW District 141M¶
¶
Dear Mr. Freiberger,¶
¶
During 1999 negotiations the company and the union agreed to new language establishing Fuel Tank Entry crews for the purpose of repairing fuel tank leaks on aircraft in line maintenance. The letter covering this work is found on page 132 of the agreement. This letter will further clarify the intent of both parties in negotiations regarding this function. ¶
¶
Fuel Tank Entry will be a multiple bid area within line maintenance bid area. Qualified Fuel Tank Entry employees will be on the line maintenance overtime list and will also work as line mechanics when not performing fuel Fuel tank entry work. The types of fuel tank work which had historically been performed by line mechanics prior to the establishment of a dedicated Fuel Tank Entry crew, may continue to be assigned to qualified line mechanics.¶
¶
Fuel Tank Entry employees will have separate days off, vacation and DAT/COMP awards within the bid area. ¶
¶
Sincerely,¶
¶
/s/E. Allen Hemenway¶
Director Labor Relations-Ground¶
¶
I concur:¶
¶
/s/Bill Freiberger¶
Assistant General Chairman¶
¶
cc: Maintenance Management Staff¶
Dave Cunningham
-----Page Break-----

1 **RE: Bumped after Recall**

2

3 March 27th, 2000

4

5 Tom Reagan

6 Vice President at Large

7 IAMAW District 141M

8

9 Dear Mr. Reagan,

10

11 The following will confirm our understanding, and is in full settlement of grievance 98-
12 011236. This settlement is reached as a result of our Review Board hearing in January
13 2000.

14

15 The company agrees that following the date of this settlement, should an employee who
16 has been recalled or awarded a bid from layoff, be bumped again prior to reporting to
17 work, such employee will be allowed to again exercise his seniority subject to the
18 provisions in the Collective Bargaining Agreement. Employees in this situation who are
19 allowed to re-exercise their seniority will continue to be considered in an inactive
20 furlough status until they return to work.

21

22

23 Sincerely,

24

25

26 /s/E. Allen Hemenway

27 Director Labor Relations-Ground

28

29

30 I concur:

31

32

33 /s/Tom Reagan

34 Vice President at Large

35 IAMAW District 141M

1 | **RE: Machine Shop Test**

2 June 30, 2000

3
4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M - I.A.M.A.W.

7
8
9 Dear Mr. Freiberger:

10
11 The following will confirm our agreement reached in our recent discussions concerning
12 the qualification test required of all bidders for a mechanic position in the Company's
13 Machine Shop bid area described in Article 9 of the current agreement.

14
15 The agreement states (in part): "...and must satisfactorily demonstrate his qualifications
16 by successfully completing a test".

17
18 Therefore, it is agreed , all applicants, upgrades or employees exercising seniority into the
19 machine shop must posses the minimum qualifications described in Article 9, paragraph
20 I. and successfully complete the attached test.

21
22 Failure to qualify under the terms and conditions set forth in the labor agreement will
23 cause the employee to be ineligible to bid, bump or otherwise hold a position in the
24 machine shop for six (6) months. This six (6) month period shall be the minimum waiting
25 period before the machine shop test will be re-administered.

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Sincerely,

I concur: /s/E. Allen Hemenway
Director- Labor Relations
US Airways, Inc.

/s/Mr. William Freiberger
Assistant General Chairman
IAMAW – District 141M

Deleted: RE: Part time filling Full time Vacancies¶

June 8, 2000 ¶

¶
Mr. William Freiberger¶
Assistant General Chairman¶
District 141M - I.A.M.A.W.¶

¶
¶
Dear Mr. Freiberger:¶

¶
The following will confirm our agreement reached in our recent discussions concerning part-time utility employees filling fulltime utility vacancies. ¶

¶
The agreement states: "Full-time vacancies posted by the Company that are not filled by a full-time employee in accordance with the provisions of Article 9 will be awarded to the most senior part-time employee bidding for the position."¶

¶
Therefore, it is understood that prior to hiring a new employee, a part-time utility employee, including those that have not completed their probation period, may submit a bid for a full-time utility position through the Company's Automated Bid System. (Subject to the provisions of Article 9, paragraph F.)¶

¶
Additionally, a part-time employee may be considered for upgrade to a higher classification as provided for in Article 9 provided there are no full-time employees requesting the upgrade. (Subject to the provisions of Article 9, paragraph F.)¶

¶
A part-time utility employee that is awarded a full-time utility position prior to completing his probation period will continue to be on probation until he has completed the ninety (90) work day probation period. ¶
Sincerely,¶

¶
/s/E. Allen Hemenway¶
I concur: Director- Labor Relations¶
US Airways, Inc.¶

¶
/s/Mr. William Freiberger¶
Assistant General Chairman¶
IAMAW – District 141M¶

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Machine Shop Test

The machine shop test consists of two (2) parts. Each applicant must successfully complete Part A and then successfully complete Part B within eight (8) hours.

A test result form (Part C) will be completed and copies sent to Maintenance Administration, the employee and the Machine Shop manager.

At the end of the test, all material will be marked with the date, the employee's name and the tester's name and will remain on file in the machine shop for one (1) year from the date of the test.

The test will be as follows:

Part A - Standard Print Reading

- Identification of common symbols
- Dimensional finding
- Tolerance and specification findings

Part B – Part Manufacture per US Airways' print

- Machining operations required
 - Lathe turning
 - Milling(Both on conventional equipment)
- All necessary turning and milling tooling will be provided
- All precision measuring and thread gauge tooling will be provided
- Part to be manufactured will be from a reasonable material for machining(7075T-6)
- Part to be manufactured will be provided in a rough-out condition with approximately 1/4" excess material to all dimensions

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Part C – Machine Shop Test Results

Name: _____ **Employee Number:** _____ **Date of Test:** _____

Tester: _____ **Accepted:** _____ **Rejected:** _____

Reason for Rejection: _____

Note: Testing material will remain on file in the Machine Shop for a period of one (1) year from the date of the test.

cc: Maintenance Administration
Machine Shop
Employee

1 **RE: Seniority Tie Breakers**

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October 13, 2000

Mr. William L. Freiberger
Assistant General Chairman
District 141M – IAMAW
228 Moon Clinton Road
Moon Township, PA 15108

Dear Mr. Freiberger:

16 This letter will confirm our agreement during the July, 2000 AGC / US Airways meeting
17 regarding seniority tiebreakers.

18 The Company agrees when two or more employees have the same seniority date, the
19 following method will be used to determine the seniority order:

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1. Identical Lead Seniority in a Premium Classification Seniority - the senior employee will be the employee with the earliest Premium Classification Seniority. (Example: Two Inspectors were promoted to Lead Mechanic the same day; the employee senior on the basis of inspector time would be senior.)

Deleted: Inspector

2. Identical Premium Classification Seniority - the senior employee will be the employee who has the most seniority in the basic classification. (Example: Two Inspectors were promoted to Lead Mechanic on the same day, and promoted to inspector on the same day; the lead mechanic senior on the basis of basic mechanic seniority time would be senior.)

Deleted: Inspector

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3. Identical Basic Classification Seniority - the senior employee will be the employee who has the most seniority under the agreement. (Example: Two Inspectors were promoted to Lead Mechanic on the same day, and promoted to inspector on the same day and became mechanics on the same day; the lead mechanic with the most recognized mechanic seniority would be senior.

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1 | Your signature below indicates your concurrence.

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cont.¶
¶

2 | Sincerely,

3 | /s/E. Allen Hemenway
4 | Director, Labor Relations - Ground

5 |
6 | Agree and concur

7 | _____
8 |

9 | /s/William L. Freiburger

1 | **RE: Pay Progression**

2 | August 25, 2000

3 |
4 |
5 |
6 |
7 |
8 | Mr. William L. Freiberger
9 | Assistant General Chairman
10 | District 141M – IAMAW
11 | 228 Moon Clinton Road
12 | Moon Township, PA 15108
13 | Dear Mr. Freiberger:

14 |
15 | The following will confirm the long standing past practice concerning when an employee
16 | stops progressing through the pay steps as described in the matrix on page 251 of the
17 | agreement.

18 |
19 | Upon the date an employee starts any unpaid leave of absence, including non-
20 | supplemented OJI Leave, pay progression will cease. Upon the employee’s return to
21 | service, an adjusted pay seniority date will be established reflecting the time lost during
22 | their leave period.

23 | Sincerely,

24 | /s/E. Allen Hemenway
25 | Director, Labor Relations - Ground

26 |
27 | Agree and concur

28 |
29 | _____
30 | /s/William Freiberger
31 | District 141M

Deleted: RE: Use of Qualified Fuel Tank Entry personnel ¶

¶
October 13, 2000¶

¶
¶
¶
Mr. William L. Freiberger¶
Assistant General Chairman¶
District 141M – IAMAW¶
228 Moon Clinton Road¶
Moon Township, PA 15108 ¶

Dear Mr. Freiberger:¶

¶
The following will confirm our agreement concerning utilizing the qualified employees for the purpose of fuel tank repairs:¶

¶
<#>Where there are a sufficient number of qualified fuel tank entry crews to perform the necessary repairs, within the required time frame, the Company will utilize company trained/qualified employees to perform such internal fuel tank leak repairs.¶

¶
<#>If there is a fuel tank discrepancy (ATA 28) that requires entry into a fuel tank to accomplish a non-leak repair, (e.g. a harness change or probe change), qualified personnel in the station who have undergone the required OSHA respirator and confined space training will be eligible to perform that work.¶

¶
Sincerely,¶
/s/E. Allen Hemenway¶
Director, Labor Relations - Ground¶

¶
Agree and concur¶

¶

/s/William Freiberger¶
District 141M¶

-----Page Break-----

1 **RE: Probationary Employees and Swaps**

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August 25, 2000

Mr. William L. Freiberger
Assistant General Chairman
District 141M – IAMAW
228 Moon Clinton Road
Moon Township, PA 15108

Dear Mr. Freiberger:

The following will confirm our agreement clarifying when probationary employees and shift trading.

The language in Article 17, paragraph M, item 5 indicates... “Employees working in probationary period are not eligible to participate under these provisions.” This language was intended to cover new hire employees in a probationary period and employees in a probationary period due to an upgrade. It was not intended to apply to those employees required to serve a probationary period due to transferring into different bid areas after being upgraded.

Therefore upgraded employees serving in a probationary period will be permitted to shift trade with other qualified employees within their bid area and classification.

Sincerely,

/s/E. Allen Hemenway
Director, Labor Relations - Ground

Agree and concur

/s/William Freiberger
District 141M

1 **RE: Utility OJT Trainers**
2
3

4 January 29, 2001
5

6 William Freiberger
7 District 141M
8 I.A.M.A.W

9 Dear Mr. Freiberger:

10 The following will confirm our discussions and intent concerning the utilization of Utilitymen as
11 "On-the-Job-Training" (OJT) Utility Trainers.

12 Presently, Article 17 (J) of the current labor agreement with US Airways does not provide
13 language for IAMAW members to be OJT Utility Trainers as stipulated in this Letter of
14 Agreement. First line supervisors have historically accomplished this function.

15 Due to the recognized need for initial and recurrent training within the utility classification, US
16 Airways is requesting the IAMAW concur with this Letter of Agreement as follows:

- 17 1. Employee names (at least one from each Line Maintenance Location), selected by the
18 IAMAW and accepted by the Company, will attend and receive Train the Trainer
19 Training, to become qualified OJT Utility Trainers, will be submitted to the Company by
20 the IAMAW for final approval.
- 21 2. After the completion of Train the Trainer Training, employees will return to their location
22 and be available to perform OJT Utility Training on any shift, after receiving three (3)
23 days written notice of a work schedule change. While performing OJT Utility Training on
24 any shift, other than his regular shift, the employee will not be eligible for overtime and
25 will remain status quo until he returns to work on his regular shift. These requirements
26 are necessary in order to assure an adequate number of trained personnel are qualified.
- 27 3. Employees selected will be subject to a one (1) year stability period, after they have
28 started Train the Trainer Training. These employees will be able to bid Lead Utility
29 positions, bid to other cities within the same bid area, upgrade to higher classifications or
30 bid to higher classifications in which they hold seniority.
- 31 4. OJT Utility Trainers are responsible for the training of both Utilitymen and other
32 personnel as required and may be assisted by others.

1 LOA 00-23 page 2 of 2

2

3

4 This agreement is made on a non-precedent setting, non-referral and non-prejudicial basis and
5 may be cancelled by either party with sixty (60) days notice.

6

7 If you are in concurrence with the above, indicate in the space provided below.

8

9 I concur:

10

11 _____

12 /s/E. Allen Hemenway Date 2/8/01 /s/William Freiberger Date 1/29/01

13 Director Labor Relations – Ground Assistant General Chairman

14 US Airways, Inc. District 141M, IAMAW

15

16
17 OJT Utility Trainer:

18
19 I agree to perform the duties and abide by the terms described in this Letter of Agreement:

20
21 Name _____ Pay Number _____

22
23 Station _____

24
25 Department _____

26
27 Signature and date _____

28

1 | **RE: Airbus Stability Period**

2 |
3 | April 18, 2001

4 |
5 |
6 |
7 | Mr. William L. Freiberger
8 | Assistant General Chairman
9 | District 141M – IAMAW
10 | 228 Moon Clinton Road
11 | Moon Township, PA 15108
12 | Dear Mr. Freiberger:

13 |
14 | The following will clearly define our discussions concerning “Stability Periods” resulting
15 | from Specialized Manufacturer Training for the Airbus 330 aircraft.
16 | However, employees in a “Stability Period” resulting from Specialized Manufacturer
17 | Training for the A330 aircraft, will only be permitted to transfer to other Line
18 | Maintenance Stations operating the A330 aircraft.

19 |
20 | Sincerely,

21 | /s/E. Allen Hemenway
22 | Director, Labor Relations - Ground

23 |
24 | Agree and concur
25 |
26 | /s/William Freiberger
27 | Assistant General Chairman
28 | District 141M

Deleted: RE: Lead License Pay

February 15, 2001

William Freiberger

District 141M

I.A.M.A.W.

Dear Mr. Freiberger:
The following will confirm our discussions and intent concerning the New hire License Pay letter on page 125 of the agreement between the IAM and the Company covering the Mechanical and Related Personnel.

The letter infers that Lead mechanics in all areas will be paid for both a valid A and/or a valid P License. Although the letter was written to apply to employees hired after October 11, 1999, the Company and the Union agree that from this date forward, lead mechanics will be paid for a valid A and/or a valid P License regardless of their bid area and date of hire.

I concur.

/s/E. Allen Hemenway

4/2/01 /s/William Freiberger

4/6/01

Director Labor Relations –

Ground Assistant General Chairman

US Airways, Inc. District

141M, IAMAW

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Deleted: A319, 320 and the 321

Deleted: It is agreed that employees in a stability period as referred to in this paragraph will not be prohibited from transferring to any Line Maintenance Station during this stability period.

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Deleted: or to CLT Base Maintenance.

1 **RE: Swaps while on Light Duty**

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April 18, 2001

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Mr. William L. Freiberger

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Assistant General Chairman

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District 141M – IMAAW

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228 Moon Clinton Road

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Moon Township, PA 15108

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Dear Mr. Freiberger:

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14

The following will clearly define our discussions concerning an employee's ability to participate in the Shift Swap provisions described in paragraph M of Article 17 while working in a limited duty capacity.

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Limited duty employees are permitted to shift swap (off) with full duty employees but are not permitted to shift swap (on) with full duty employees as they are not qualified to perform all the duties of the full duty employee.

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Any full duty employee agreeing to work the limited duty employee's shift will be required to perform the normal duties of a full duty employee.

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Sincerely,

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/s/E. Allen Hemenway

Director, Labor Relations - Ground

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Agree and concur

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35

/s/William Freiberger

36

Assistant General Chairman

37

38

District 141M

1 **RE: Full time to Part time Utility**

2
3 October 9, 2001

4
5 Mr. William Freiberger
6 Assistant General Chairman
7 District 141M – IAMAW

8 Dear Mr. Freiberger:

9 This letter is intended to describe our agreement to permit full-time utility to bump into
10 the part-time utility positions at their location.

11
12 Prior to exercising their seniority elsewhere or furlough, full-time utility employees
13 unable to hold a full-time utility position at their location will be able to:

- 14
15 1. bid a Part-time utility position in their current location. If there are not a sufficient
16 number of Part-time utility vacancies in their location,
17
18 2. displace the most junior Part-time utility employee in their location, provided they have
19 more seniority.

20
21 Full-time utility bidding or displacing into part-time utility positions will be considered as
22 a part-time utility for all pension and benefit issues.

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27 Agree and concur

/s/E. Allen Hemenway
Director, Labor Relations - Ground

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30 /s/William Freiberger
31 Assistant General Chairman -District 141M

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RE: SIDA Badge

Date: January 14, 2002
To: All IAM and Related Employees
From: Tim Conlon - Manager Maintenance Administration
Subject: Fingerprinting Requirements - Letter of Agreement 02-41

As you are aware, the FAA is requiring a criminal background check and fingerprinting for all employees requiring unescorted SIDA (Security Identification Display Area) access. Employees moving from one station to another must obtain a new SIDA ID and be fingerprinted for the criminal background check prior to being allowed access to the operating areas. Additionally they may have a delay in receiving SIDA access in a new location as a result of these recent FAA requirements. The following procedures have been developed to provide employees a means of delaying their report dates to new locations prior to the approval and issuance of their new location SIDA badge. These new procedures will take effect on January 15th, 2002.

Obtaining a New SIDA Badge

When employees are transferred to a new location, through a bid or bump, employees who recognize that there may be a delay in receiving the necessary SIDA badging may request an extension of their report date in order to remain in their existing location for a time sufficient to allow for the normal processing of airport SIDA badging in the new work location.

Employees who request authority to delay their report date, must comply with all provisions described below. Any employee who fails to properly comply with the rules as listed below, or who does not make a request for a delay in transfer to the new location within ten (10) days of being advised of the transfer, will be transferred to the new work location as described in the labor agreement and any time for which the employee cannot work due to a lack of proper badging will be unpaid. Employees in an unpaid status due to a lack of badging may use DAT, Comp or accrued vacation if they do not have DAT or Comp time accrued, at their discretion, to be compensated for the unpaid time awaiting SIDA clearance in the new location.

Procedures

1. Upon receipt of move paperwork (reassignment or bid award), the employee must contact their new station within one (1) business day to get any instructions/paperwork necessary to get the new SIDA badge. The employee must make an appointment with the new airport within seven (7) days for the fingerprinting and application necessary to receive SIDA access in the new location. Every effort should be made by the employee to accomplish this appointment as quickly as can be scheduled by the airport authority in the new location. Employees may request DAT, Comp or an ERDO, if accomplishing the appointment on the next regularly scheduled day off will delay the process. Employees will be authorized space available company business travel to the new location in order to accomplish the required fingerprinting and application. Where space available travel is not practical, the company may elect to grant space positive travel.

Deleted: RE: Transmissivity Testing
October 30, 2001
Mr. Anthony Giammarco
Assistant General Chairman
District 141M – IAMAW
Dear Mr. Giammarco:
The following will confirm our discussions concerning Transmission Efficiency (Transmissivity) testing. In response to our discussions, the Company has arranged with a vendor the use of equipment so the Company can conduct Transmissivity Testing in-house on a non-precedent, non-referral basis. This equipment will allow us to test radomes before and after repair to insure that we meet the required Transmissivity levels as set forth by the OEMs per RTCA-D0213. The equipment includes:
1/ A Computer, E machine P-266 with monitor
2/ California radomes proprietary software (no-charge)
3/ Servo Controller
4/ R.F. Devices (9.3 Ghz Oscillator and a gigatronics 8542 Power meter)
5/ 3 sensors for item 4
6/ 30" flat plate X-band radar test fixture
7/ Radome test fixture
8/ Motor control unit and drive motor (azimuth control)
9/ Sound suppression foam and stands.
The Company is willing to accept this equipment, train employees and begin testing. It is agreed that should the transmissivity equipment be returned to the vendor at any time, and the Company is unable to provide alternative means to accomplish the required testing, such testing may again be outsourced. It is agreed that the use of this equipment will not be considered the exclusive work of Inspectors. This agreement will not preclude the Union from future discussions with the Company concerning this issue.
Sincerely,

/s/E. Allen Hemenway
Director, Labor Relations – Ground
Agree and concur:
/s/Anthony Giammarco
Assistant General Chairman
District 141M

1

2 2. The employee must immediately notify their existing manager that they have contacted
3 their new station and the airport authority. The existing station will be responsible for arranging
4 travel as outlined in item 1 above.

5 | 3. Upon return to their existing station, following completion of the fingerprinting and
6 SIDA application at their new station, the employee must present verification that the procedure
7 is complete.

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8 4. Employees who properly request a report delay as outlined herein, and who properly
9 comply with these provisions may be granted an extension delaying their report date to the new
10 city, sufficient to process a normal SIDA application. Where delays result from employees lack of
11 compliance, or delays resulting from airport questions regarding issues in the fingerprinting
12 and/or background and/or application which might delay the normal process or render the
13 employee not eligible for SIDA access, the company may suspend the terms of this letter.

14 5. Employees allowed to stay in their existing station due to these provisions will remain in
15 their existing classification and pay status.

16 The company and the union agree that either may cancel this agreement with three days notice,
17 and that this agreement is reached on a non-precedent and non-referral basis.

18 Agree and concur:

19

20 For the Union:

For Labor Relations:

21 /s/Bill Freiburger

/s/E. Allen Hemenway

22 Assistant General Chairman

Director Labor relations - Ground

23 IAMAW District 141M

US Airways, Inc.

1 **RE: Background Check**

2

3 May 01, 2002

4 Bill Freiburger

5 Assistant General Chairman

6 IAMAW-District 141M

7 Dear Bill:

8 The union has recently raised the question regarding the company position should a criminal
9 history records check, as required under the TSA fingerprinting regulations, disclose information
10 regarding criminal activity that is not a disqualifying offense within the meaning of the
11 regulations, *i.e.*, is not on the list of disqualifying offenses included in the regulations or did not
12 occur within the last ten years.

13 The answer is that no information obtained in connection with the CHRC will be used for any
14 purpose not permitted under the regulations. We believe that the regulations as presently written
15 do not provide for the use of any information regarding non-disqualifying offenses and/or any
16 offenses that occurred more than 10 years before the date of the individual's application for
17 unescorted SIDA access.

18 Sincerely,

19 /s/E. Allen Hemenway

20 Director Labor Relations-Ground

21

22

23 CC: Mckeen

24 Doan

25 Nardello

26 Lebeau

27 Hartzell

1 **RE: Back to back Swaps**

2
3 Re: "Back to Back" Shift Swaps

4
5 March 4, 2003

6
7 Mr. William Freiberger
8 Assistant General Chairman
9 District 141M - IAMAW

10
11 Dear Mr. Freiberger:

12
13 The following will confirm our understanding regarding the company and union
14 agreement regarding the allowance of back to back double shift swaps. This agreement is
15 cancelable by either party subject to a thirty- (30) day notification:

- 16
17 1. Employees may shift swap to work back to back double shifts, once per workweek.
18 2. The company may disapprove any back to back double shift swap for any employee
19 where the company finds that there is evidence the employee's productivity, safety, or
20 job performance is adversely affected, as described in item 6 below.
21 3. There must be a minimum of 7 hours of rest between each of the double shifts worked
22 back to back.
23 4. Back to back double shift swaps will not be approved for any employee who is on a
24 written warning or higher of the attendance control program.
25 5. In circumstances where shift trades have been approved (single shift or double shift)
26 and where the employee who is scheduled to work for another employee is unable to
27 do so (e.g., due to a leave of absence (paid or unpaid), transfer, termination, jury duty,
28 schedule re-bid, occupational injury), the Company reserves the right to cancel an
29 approved shift trade provided seven (7) days notice is given to affected employees.
30 6. In the event that the company finds any evidence of an adverse impact to the
31 employee's performance, productivity or safety the employee's supervisor shall
32 discuss the concerns with the employee. Following the discussion, should the
33 company again find further indications of an adverse impact to the employee's
34 productivity, safety, or job performance then the employees back to back shift swaps
35 will be suspended for six (6) months. Any grievance filed as a result of the suspension
36 of back to back double shift swaps will be limited to the factual question of whether
37 the employee was advised of the company concerns over the adverse impact to their
38 performance, safety or productivity and such grievance will end at the Review Board
39 step of the grievance process.

40
41 Sincerely,

42 Agree and concur:

43
44 /s/William Freiberger
45 Assistant General Chairman
46 District 141M – IAMAW

/s/E. Allen Hemenway
Managing Director - Labor Relations
Ground

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RE: War / Terrorism Contingency (From January 2003 Restructuring Agreement)

In the event that (a) the U.S. invades Iraq (meaning that the U.S. initiates a sustained aerial bombardment of those parts of Iraq that are not within the current no fly zone or introduces substantial numbers of ground troops into the territory of Iraq), or (b) there is an act of terrorism which in either event has a material adverse impact on commercial aviation, there will be an immediate 5% pay deferral of base pay implemented for all employees for up to 18 months. (Should this condition occur, the Company will meet and confer with the Union regarding implementation of the pay deferral.) The deferral will begin to be repaid starting in the first month following the end of the deferral and will continue to be repaid in as many monthly installments as were covered by the deferral. In the event that US Airways Group reports a pretax profit with respect to any quarter during which they pay deferral is in effect, the deferral will immediately stop and repayment will begin in the next month to continue for the same number of months as were included in the deferral.

Deleted:
RE: Paid Moves for Planners
Re: Paid Moves for Planners and Technical Documentation Specialists
December 3, 2002
Mr. David Snyder
Assistant General Chairman
District 141M - IAMAW
Dear Mr. Snyder:
Planners and Technical Documentation Specialists were not on the Mechanical and Related Seniority Roster or payroll on October 11, 1995, therefore the language in the basic agreement clearly excludes them from being eligible for the "Real Estate Provisions" described in Article 9.
Additionally, Planners and Technical Documentation Specialists would not be eligible for the "Paid Move Provisions" described in Article 8 since they do not have the two (2) or more years of service under the agreement required to be eligible for a paid move.
The following will confirm our agreement regarding the eligibility of Planners and Technical Documentation Specialists for "Paid Moves" as described in the basic agreement.
The Company is willing to extend the "Paid Move Provisions" described in Article 8 of the basic agreement on a non-precedent and non-referral basis to any Planner or Technical Documentation Specialist with two (2) or more years of service with the Company that is abolished during a reduction in force and elects to exercise his seniority to another location to maintain employment.
Sincerely,
/s/David Cunningham
Manager - Labor Relations Ground
Agree and Concur:
/s/David Snyder
Assistant General Chairman
District 141M - IAMAW
-----Page Break-----
RE: Real-Estate Provisions for RDU, EWR, GSO, and IND (From January 2003 Restructuring Agreement)
HOME SALE ALLOWANCE ... [63]

1 **Re: Wholly Owned Carriers (From September 2002 Restructuring Agreement)**

2
3 Employment and other conditions at Wholly Owned Carriers

4
5 A. US Airways shall request PSA, Piedmont, and Allegheny (hereafter
6 “Wholly Owned Carriers”) to make job offers and employ furloughed Employees who
7 apply for Wholly Owned Carrier Vacancies in accordance with the following provisions.
8 It is recognized, however, that US Airways does not control the hiring and employment
9 policies of the Wholly Owned Carriers, and thus cannot be responsible for their
10 compliance with these provisions. US Airways will request that the Wholly Owned
11 Carriers indicate, in writing, within seven (7) days of the agreement between the
12 Company and the Union, whether they will comply with the provisions below.
13

14 1. Employees who are furloughed on or after the effective date of this agreement who
15 desire transfer to a Wholly Owned Carrier Vacancy will be required to notify the Wholly
16 Owned Carrier and submit their application to the Wholly Owned Carrier. Employees
17 who are on furlough as of the effective date of this agreement who are interested in
18 applying for Vacancies at the Wholly Owned Carrier must submit their application to the
19 Wholly Owned Carrier within forty-five (45) days of the date that the Wholly Owned
20 Carrier notifies the Employee that it will begin to accept applications. Applications must
21 include all locations for which the employee is applying.
22

23 2 The Wholly Owned Carrier will be requested to offer employment to any qualified
24 furloughed Employee who has applied under the terms stated in item (1) above prior to
25 employing anyone else in that Vacancy. As employment opportunities become available,
26 the Wholly Owned Carrier will be requested to offer such positions in relative seniority
27 order to qualified Employees who have submitted applications in accordance with this
28 Agreement.
29

30 3. Furloughed Employees who accept positions at the Wholly Owned Carrier under these
31 terms will be entitled to such seniority and terms and conditions of employment as are
32 applicable in the CBA or employment policies of the Wholly Owned Carrier. Severance
33 allowance, and any other benefits to which these Employees are entitled under the US
34 Airways CBA shall not cease, or be adversely affected, upon the effective date of hire at
35 the Wholly Owned Carrier.
36

37 4. Wholly Owned Carriers will be requested to release Furloughed Employees who
38 accept recall or transfer back to US Airways positions in order to comply with report
39 dates pursuant to the terms of the US Airways CBA.

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5. In addition to the above and as a condition to this agreement between the Company and the Union the President of Mid Atlantic Airways (“MDA”) will be asked to provide a letter to IAM addressing MDA’s commitments, if any, regarding union recognition, the bargaining process for a first contract and hiring procedures. This letter will be provided to the Union prior to concluding the agreement between the Company and the Union. For Company employees hired by MDA, Severance Allowance and any other benefits to which these Employees are entitled under the US Airways CBA shall not cease, or be adversely affected, upon the effective date of hire at MDA.

B. Furloughed Employees working at a Wholly Owned Carrier will continue to be considered on furlough from US Airways and will accrue US Airways seniority under the terms of the US Airways CBA applicable to Furloughed Employees.

II. Definitions

The following definitions apply to certain terms used in this Agreement.

- 1. Employees. The term “Employees” refers to Mechanic and Related employees of US Airways represented by the IAM.
- 2. Vacancies. The terms “vacancies” refers to vacant job positions in the Mechanic and Related craft or class.

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¶
Re: Corporate Governance (From September 2002 Restructuring Agreement)¶
Deleted: ¶
¶

Attachment A Copays, Deductibles & OOP Maximums (From the January 2003 Restructuring Agreement)											
Year		2003		2004		2005		2006		2007	
Deductible (single/family)											
	80/60 PPO Plan										
	In-network	\$300	\$600	\$300	\$600	\$300	\$600	\$450	\$900	\$450	
	Out-of-network	\$600	\$1,200	\$600	\$1,200	\$600	\$1,200	\$900	\$1,800	\$900	
	90/70 PPO Plan										
	In-network	\$150	\$300	\$150	\$300	\$150	\$300	\$225	\$450	\$225	
	Out-of-network	\$300	\$600	\$300	\$600	\$300	\$600	\$450	\$900	\$450	
	100/80 PPO Plan										
	In-network	\$150	\$300	\$150	\$300	\$150	\$300	\$225	\$450	\$225	
	Out-of-network	\$300	\$600	\$300	\$600	\$300	\$600	\$450	\$900	\$450	
OOP Maximum (single/family)											
	80/60 PPO Plan										
	In-network	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$3,000	\$6,000	\$3,000	
	Out-of-network	\$4,000	\$8,000	\$4,000	\$8,000	\$4,000	\$8,000	\$6,000	\$12,000	\$6,000	
	90/70 PPO Plan										
	In-network	\$1,000	\$2,000	\$1,000	\$2,000	\$1,000	\$2,000	\$1,500	\$3,000	\$1,500	
	Out-of-network	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$3,000	\$6,000	\$3,000	
	100/80 PPO Plan										
	In-network	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Out-of-network	\$2,000	\$4,000	\$2,000	\$4,000	\$2,000	\$4,000	\$3,000	\$6,000	\$3,000	
Office Copays											
	Primary Care Physician	\$15		\$15		\$15		\$25		\$25	
	Specialist	\$25		\$25		\$25		\$40		\$40	
Prescription Drug Copay											
	Retail										
	Generic	\$10		\$10		\$10		\$15		\$15	
	Formulary Brand	\$20		\$20		\$20		\$30		\$30	
	Nonformulary Brand	\$35		\$35		\$35		\$50		\$50	
	Mail Order										
	Generic	\$20		\$20		\$20		\$30		\$30	
	Formulary Brand	\$40		\$40		\$40		\$60		\$60	
	Nonformulary Brand	\$70		\$70		\$70		\$100		\$100	

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US Airways

Eligible Actives, Inactives, Full Time- IAM Mechanic & Related

(From the January 2003 Restructuring Agreement)
Attachment A-1

Deleted: and Post 1/1/03 Pre-65 Retirees

	Trend	PPO 80/60 - Flat 7.0%				PPO 90/70 - Flat 14.0%				Ee
		Ee	Ee + Sp	Ee+ Ch	Ee + Fam	Ee	Ee + Sp	Ee+ Ch	Ee + Fam	
2003										
Contribution Base		230.06	460.12	437.59	760.15	249.03	498.07	473.16	823.00	265.64
Employee Contribution		16.00	32.00	31.00	53.00	35.00	70.00	66.00	116.00	52.00
2004										
Contribution Base	15%	264.57	529.14	503.23	874.17	286.39	572.78	544.14	946.45	305.48
Employee Contribution		19.00	37.00	35.00	61.00	40.00	80.00	76.00	133.00	59.00
2005										
Contribution Base	15%	304.26	608.51	578.71	1,005.30	329.35	658.70	625.76	1,088.42	351.30
Employee Contribution		21.00	43.00	41.00	70.00	46.00	93.00	88.00	153.00	68.00
2006										
Contribution Base	14%	337.73	675.45	642.37	1,115.88	365.58	731.16	694.59	1,208.15	389.94
Employee Contribution		24.00	47.00	45.00	78.00	51.00	103.00	98.00	170.00	76.00
2007										
Contribution Base	13%	381.63	763.26	725.88	1,260.94	413.11	826.21	784.89	1,365.21	440.63
Employee Contribution		27.00	53.00	51.00	88.00	58.00	116.00	110.00	192.00	86.00
2008										
Contribution Base	12%	427.43	854.85	812.99	1,412.25	462.68	925.36	879.08	1,529.04	493.51
Employee Contribution		30.00	60.00	57.00	99.00	65.00	130.00	123.00	215.00	96.00

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Trends in 2006 were reduced by 3% to avoid double counting due to the indexing of Co-Pays, Deductibles, and OOP maximums.

Change to 1114 US Airways

Eligible Current (Pre 1/1/03) Pre-65 Retirees- Full Time- IAM Mechanic & Relat

Attachment A-2 (From the January 2003 Restructuring Agreement)

		PPO 80/60 - Flat 3.5%				PPO 90/70 - Flat 7.0%				
Year	Trend	Ee	Ee + Sp	Ee+ Ch	Ee + Fam	Ee	Ee + Sp	Ee+ Ch	Ee + Fam	Ee
2003		230.06	460.12	437.59	760.15	249.03	498.07	473.16	823.00	265.64
Contribution Base		8.00	16.00	15.00	27.00	17.00	35.00	33.00	58.00	26.00
Employee Contribution										
2004										
Contribution Base	15%	264.57	529.14	503.23	874.17	286.39	572.78	544.14	946.45	305.48
Employee Contribution		9.00	19.00	18.00	31.00	20.00	40.00	38.00	66.00	30.00
2005										
Contribution Base	15%	304.26	608.51	578.71	1,005.30	329.35	658.70	625.76	1,088.42	351.30
Employee Contribution		11.00	21.00	20.00	35.00	23.00	46.00	44.00	76.00	34.00
2006										
Contribution Base	14%	337.73	675.45	642.37	1,115.88	365.58	731.16	694.59	1,208.15	389.94
Employee Contribution		12.00	24.00	22.00	39.00	26.00	51.00	49.00	85.00	38.00
2007										
Contribution Base	13%	381.63	763.26	725.88	1,260.94	413.11	826.21	784.89	1,365.21	440.63
Employee Contribution		13.00	27.00	25.00	44.00	29.00	58.00	55.00	96.00	43.00
2008										
Contribution Base	12%	427.43	854.85	812.99	1,412.25	462.68	925.36	879.08	1,529.04	493.51
Employee Contribution		15.00	30.00	28.00	49.00	32.00	65.00	62.00	107.00	48.00

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Trends in 2006 were reduced by 3% to avoid double counting due to the indexing of Co-Pays, Deductibles, and OOP maximums.

US Airways

Eligible Current (Pre-1993) Medicare Eligible Retirees- Full Time- IAM Mechanic &

(From the January 2003 Restructuring Agreement)

Attachment A-3

	Trend	80% Indemnity Contribution = flat 0%		90% Indemnity Contribution = flat 0%	
		Ee	Ee + One	Ee	Ee + One
<i>2003</i>					
Contribution Base		182.00	364.00	202.00	404.00
Employee Contribution		0.00	0.00	0.00	0.00
<i>2004</i>					
Contribution Base	19%	216.58	433.16	240.38	480.76
Employee Contribution		0.00	0.00	0.00	0.00
<i>2005</i>					
Contribution Base	19%	257.73	515.46	286.05	572.10
Employee Contribution		0.00	0.00	0.00	0.00
<i>2006</i>					
Contribution Base	16%	298.97	597.93	331.82	663.64
Employee Contribution		0.00	0.00	0.00	0.00
<i>2007</i>					
Contribution Base	13%	337.84	675.66	374.96	749.91
Employee Contribution		0.00	0.00	0.00	0.00
<i>2008</i>					
Contribution Base	10%	371.62	743.23	412.46	824.90
Employee Contribution		0.00	0.00	0.00	0.00

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Employee + One is EE plus spouse or EE plus medicare-eligible dependent.

US Airways

Eligible Current (Post-1993) Medicare Eligible Retirees- Full Time- IAM Mechanic & Rel

(From the January 2003 Restructuring Agreement)

Attachment A-4

	Trend	80% Indemnity Contribution = flat 5.5%		90% Indemnity Contribution = flat 5.5%		10
		Ee	Ee + One	Ee	Ee + One	Contr Ee
2003						
Contribution Base		182.00	364.00	202.00	404.00	244.00
Employee Contribution		10.00	20.00	11.00	22.00	13.00
2004						
Contribution Base	19%	216.58	433.16	240.38	480.76	290.36
Employee Contribution		12.00	24.00	13.00	26.00	16.00
2005						
Contribution Base	19%	257.73	515.46	286.05	572.10	345.51
Employee Contribution		14.00	28.00	16.00	31.00	19.00
2006						
Contribution Base	16%	298.97	597.93	331.82	663.64	400.81
Employee Contribution		16.00	33.00	18.00	37.00	22.00
2007						
Contribution Base	13%	337.84	675.66	374.96	749.91	452.92
Employee Contribution		19.00	37.00	21.00	41.00	25.00
2008						
Contribution Base	10%	371.62	743.23	412.46	824.90	498.21
Employee Contribution		20.00	41.00	23.00	45.00	27.00

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Employee + One is EE plus spouse or EE plus medicare-eligible dependent.

US Airways

Eligible Future (Post 1/1/03) Medicare Eligible Retirees- Full Time- IAM Mechanic and Rel

(From the January 2003 Restructuring Agreement)

Attachment A-5

	Trend	80% Indemnity Contribution = flat 7%		90% Indemnity Contribution = flat 14%		10
		Ee	Ee + One	Ee	Ee + One	Contri Ee
2003						
Contribution Base		182.00	364.00	202.00	404.00	244.00
Employee Contribution		13.00	25.00	28.00	57.00	47.00
2004						
Contribution Base	19%	216.58	433.16	240.38	480.76	290.36
Employee Contribution		15.00	30.00	34.00	67.00	56.00
2005						
Contribution Base	19%	257.73	515.46	286.05	572.10	345.53
Employee Contribution		18.00	36.00	40.00	80.00	67.00
2006						
Contribution Base	16%	298.97	597.93	331.82	663.64	400.81
Employee Contribution		21.00	42.00	46.00	93.00	78.00
2007						
Contribution Base	13%	337.84	675.66	374.96	749.91	452.92
Employee Contribution		24.00	47.00	52.00	105.00	88.00
2008						
Contribution Base	10%	371.62	743.23	412.46	824.90	498.21
Employee Contribution		26.00	52.00	58.00	115.00	97.00

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Employee + One is EE plus spouse or EE plus medicare-eligible dependent.

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US Airways										
Split Families- Eligible Retirees- Full Time- IAM Mechanic and Related										
Attachment A-6 (a) (From the January 2003 Restructuring Agreement)										
Post 1/2/2003 Retirees Only										
80% Plan										
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage			
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65
	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+
2003	13.00	16.00	29.00	29.00	29.00	31.00	44.00	41.00	53.00	44.00
2004	15.00	19.00	34.00	34.00	34.00	35.00	50.00	49.00	61.00	50.00
2005	18.00	21.00	39.00	39.00	39.00	41.00	59.00	57.00	70.00	59.00
2006	21.00	24.00	45.00	45.00	45.00	45.00	66.00	66.00	78.00	66.00
2007	24.00	27.00	51.00	51.00	51.00	51.00	75.00	74.00	88.00	75.00
2008	26.00	30.00	56.00	56.00	56.00	57.00	83.00	82.00	99.00	83.00
90% Plan										
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage			
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65
	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+
2003	28.00	35.00	63.00	63.00	63.00	66.00	94.00	92.00	116.00	94.00
2004	34.00	40.00	74.00	74.00	74.00	76.00	110.00	107.00	133.00	110.00
2005	40.00	46.00	86.00	86.00	86.00	88.00	128.00	126.00	153.00	128.00
2006	46.00	51.00	97.00	97.00	97.00	98.00	144.00	144.00	170.00	144.00
2007	52.00	58.00	110.00	110.00	110.00	110.00	162.00	163.00	192.00	162.00
2008	58.00	65.00	123.00	123.00	123.00	123.00	181.00	180.00	215.00	181.00
100% Plan										
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage			
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65
	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+	Sps <65	Sps 65+
2003	47.00	52.00	99.00	99.00	99.00	98.00	145.00	147.00	170.00	145.00
2004	56.00	59.00	115.00	115.00	115.00	113.00	169.00	172.00	196.00	169.00
2005	67.00	68.00	135.00	135.00	135.00	129.00	196.00	202.00	225.00	196.00
2006	78.00	76.00	154.00	154.00	154.00	144.00	222.00	232.00	250.00	222.00
2007	88.00	86.00	174.00	174.00	174.00	162.00	250.00	262.00	282.00	250.00
2008	97.00	96.00	193.00	193.00	193.00	182.00	279.00	289.00	316.00	279.00

Field Code Changed
Field Code Changed

Notes:										
1) Eligible Part Time rates are two times Full Time rates.										
2) Post 1/2/2003 retirees only										

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Field Code Changed

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US Airways										
Split Families- Eligible Retirees- Full Time- IAM Mechanic and Related										
Attachment A-6 (b) (From the January 2003 Restructuring Agreement)										Existing
Post 1992 and Pre 1/2/2003 Retirees Only										
80% Plan										
Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+ Sps <65	Ret 65+ Sps 65+	Ret <65 Sps <65	Ret <65 Sps 65+
2003	10.00	8.00	18.00	18.00	18.00	15.00	25.00	28.00	27.00	25.00
2004	12.00	9.00	21.00	21.00	21.00	18.00	30.00	33.00	31.00	30.00
2005	14.00	11.00	25.00	25.00	25.00	20.00	34.00	39.00	35.00	34.00
2006	16.00	12.00	28.00	28.00	28.00	22.00	38.00	45.00	39.00	38.00
2007	19.00	13.00	32.00	32.00	32.00	25.00	44.00	50.00	44.00	44.00
2008	20.00	15.00	35.00	35.00	35.00	28.00	48.00	56.00	49.00	48.00
90% Plan										
Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+ Sps <65	Ret 65+ Sps 65+	Ret <65 Sps <65	Ret <65 Sps 65+
2003	11.00	17.00	28.00	28.00	28.00	33.00	44.00	39.00	58.00	44.00
2004	13.00	20.00	33.00	33.00	33.00	38.00	51.00	46.00	66.00	51.00
2005	16.00	23.00	39.00	39.00	39.00	44.00	60.00	54.00	76.00	60.00
2006	18.00	26.00	44.00	44.00	44.00	49.00	67.00	63.00	85.00	67.00
2007	21.00	29.00	50.00	50.00	50.00	55.00	76.00	70.00	96.00	76.00
2008	23.00	32.00	55.00	55.00	55.00	62.00	85.00	77.00	107.00	85.00
100% Plan										
Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+ Sps <65	Ret 65+ Sps 65+	Ret <65 Sps <65	Ret <65 Sps 65+
2003	13.00	26.00	39.00	39.00	39.00	49.00	62.00	53.00	85.00	62.00
2004	16.00	30.00	46.00	46.00	46.00	56.00	72.00	62.00	98.00	72.00
2005	19.00	34.00	53.00	53.00	53.00	65.00	84.00	72.00	113.00	84.00
2006	22.00	38.00	60.00	60.00	60.00	72.00	94.00	82.00	125.00	94.00
2007	25.00	43.00	68.00	68.00	68.00	81.00	106.00	93.00	141.00	106.00
2008	27.00	48.00	75.00	75.00	75.00	91.00	118.00	103.00	158.00	118.00
Notes:										
1) Eligible Part Time rates are two times Full Time rates.										
2) Existing post 1992 retirees only										

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Field Code Changed

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US Airways											
Split Families- Eligible Retirees- Full Time- IAM Mechanic and Related											
Attachment A-6 (c) (From the January 2003 Restructuring Agreement)										Existing	
Pre 1993 Retirees Only											
80% Plan											
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65	
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Sps <65	Sps 65+	Sps <65	Sps 65+	
2003	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
90% Plan											
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65	
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Sps <65	Sps 65+	Sps <65	Sps 65+	
2003	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
100% Plan											
	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage				
	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret 65+	Ret <65	Ret <65	
Year	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Sps <65	Sps 65+	Sps <65	Sps 65+	
2003	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2008	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
<i>Notes:</i>											
1) Eligible Part Time rates are two times Full Time rates.											
2) Existing pre 1993 retirees only											

Field Code Changed

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US Airways							
Managed Dental Plan- IAM Mechanic & Related							
Attachment A-7 (From the January 2003 Restructuring Agreement)							
Eligible Actives, Inactives & Current and Future Pre-65 Retirees						Eligible Current and Future Post-65 Retirees	
Flat 10.0% Employee Contribution						100% Contribution	
	<u>Trend</u>	<u>Ee</u>	<u>Ee + Sp</u>	<u>Ee+ Ch</u>	<u>Ee + Fam</u>	<u>Ee</u>	<u>Ee + Sp</u>
<i>2003</i>							
Contribution Base		26.00	52.00	49.00	86.00	26.00	52.00
Employee Contribution		2.60	5.20	4.90	8.60	26.00	52.00
<i>2004</i>							
Contribution Base	6%	28.00	55.00	52.00	91.00	28.00	55.00
Employee Contribution		2.80	5.50	5.20	9.10	28.00	55.00
<i>2005</i>							
Contribution Base	6%	30.00	58.00	55.00	96.00	30.00	58.00
Employee Contribution		3.00	5.80	5.50	9.60	30.00	58.00
<i>2006</i>							
Contribution Base	6%	32.00	61.00	58.00	102.00	32.00	61.00
Employee Contribution		3.20	6.10	5.80	10.20	32.00	61.00
<i>2007</i>							
Contribution Base	6%	34.00	65.00	61.00	108.00	34.00	65.00
Employee Contribution		3.40	6.50	6.10	10.80	34.00	65.00
<i>2008</i>							
Contribution Base	6%	36.00	69.00	65.00	114.00	36.00	69.00
Employee Contribution		3.60	6.90	6.50	11.40	36.00	69.00

Notes:

1) Eligible Part Time rates are two times Full Time rates.

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Attachment E
Retiree Medical
Mechanic and Related

Pre-65 US Airways Employees who retire post 3/1/05

- 1) Retired employees may apply thirty eight (38) accrued sick pay hours per month, valued at \$13.25/hour, to your pre-65 medical premium
- Retired employees will be responsible for medical premium costs in excess of \$503.50. Monthly contributions will be calculated as the total cost of the plan and level of coverage you elect less \$503.50. Premium Equivalents will be recalculated annually based on the Plan's experience. The chart below compares monthly Premium Equivalents under the current program to those currently estimated for the new program. Please note that the 2005 Current Program rates were developed using Active employee rates and the new program uses "true" pre 65 employee rates. It should also be noted that the new program costs for 2005 are estimated only and the actual 2005 rates may vary. The 2005 rates for the new program will be finalized by early December.

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	<u>2005 Current Program</u>	<u>2005 Estimated New</u>	
	<u>Base</u>	<u>Program Base</u>	<u>Difference</u>
<u>Option 1</u>			
<u>Ee</u>	304.36	413.00	108.64
<u>Ee + Sp</u>	608.51	826.00	217.49
<u>Ee + Ch</u>	578.71	785.00	206.29
<u>Ee + Fam</u>	1,005.30	1363.00	357.70
<u>Option 2</u>			
<u>Ee</u>	329.35	448.00	118.65
<u>Ee + Sp</u>	658.70	896.00	237.30
<u>Ee + Ch</u>	625.76	851.00	189.24
<u>Ee + Fam</u>	1,088.42	1478.00	389.58
<u>Option 3</u>			
<u>Ee</u>	351.30	477.00	125.70
<u>Ee + Sp</u>	701.04	954.00	252.96
<u>Ee + Ch</u>	666.54	906.00	239.46
<u>Ee + Fam</u>	1,158.98	1574.00	415.02

- Once accrued sick pay has been exhausted retired employees will have the option to move to an "access only" medical plan where they will be responsible for paying 100% of the medical premium until they reach age 65. The medical premium for this "access only" plan will be different than the medical premiums for those using accrued sick pay to purchase the benefit and will be based on plan experience for the "access only" group.

Field Code Changed

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1 2) In lieu of #1 above, employees may receive a one-time cash payment in the
2 amount equal to \$10.80 times the number of accrued sick leave hours in their
3 sick bank.

4 Choosing to receive this one-time payment means that the employee and their
5 dependents will not be able to participate in the pre or post-65 health care
6 programs, including the "access only" plan noted above.

7
8 3) At age 65 retired employees and their dependents will not be eligible to
9 participate in or have access to any post-65 medical plan through US Airways.

10
11 4) Employees and their dependents will not be eligible for dental coverage when
12 they retire effective 3/1/05.

13
14 **Post-65 US Airways Employees who retire after 3/1/05**

15
16 1) From 3/1/05 through 12/31/05 retired employees will have the opportunity to
17 remain enrolled in the AdvancePCS pharmacy plan

18 - The monthly contributions charged for this coverage are based on a Defined
19 Dollar Benefit (DDB) Cap of \$950 per year, per individual and are as follows:

20
21 **Premium Equivalent Employee Contribution**

22

23 Ee	\$127.50	\$48.33
24 Ee + Sp	\$255.00	\$96.66

25

- 26
- 27 - The DDB Cap is only used for the purpose of setting contribution rates annually
28 and is not a limit on actual benefits paid in a year.
 - 29 - Contributions will vary from the above if any covered dependant are not covered
30 by Medicare
 - 31 - After 12/31/05 retired employees will be eligible for the new Medicare
32 prescription drug benefit and will be responsible for the full cost of such
33 coverage.

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US Airways
Managed Dental Plan- Split Family Rates- IAM Mechanic and Related
Attachment A-8 (From the January 2003 Restructuring Agreement)
Full-Time

Year	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage			
	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+ Sps <65	Ret 65+ Sps 65+	Ret <65 Sps <65	Ret <65 Sps 65+
2003	26.00	2.60	28.60	28.60	28.60	4.90	30.90	54.60	8.60	30.90
2004	28.00	2.80	30.80	30.80	30.80	5.20	33.20	58.80	9.10	33.20
2005	30.00	3.00	33.00	33.00	33.00	5.50	35.50	63.00	9.60	35.50
2006	32.00	3.20	35.20	35.20	35.20	5.80	37.80	67.20	10.20	37.80
2007	34.00	3.40	37.40	37.40	37.40	6.10	40.10	71.40	10.80	40.10
2008	36.00	3.60	39.60	39.60	39.60	6.50	42.50	75.60	11.40	42.50

Part-Time

Year	Single Coverage		E+S Coverage		E+C Coverage		Family Coverage			
	Ret 65+	Ret <65	Ret 65+	Ret <65	Ret 65+	Ret <65	Sps <65	Sps 65+	Sps <65	Sps 65+
2003	26.00	5.20	31.20	31.20	31.20	9.80	35.80	57.20	17.20	35.80
2004	28.00	5.60	33.60	33.60	33.60	10.40	38.40	61.60	18.20	38.40
2005	30.00	6.00	36.00	36.00	36.00	11.00	41.00	66.00	19.20	41.00
2006	32.00	6.40	38.40	38.40	38.40	11.60	43.60	70.40	20.40	43.60
2007	34.00	6.80	40.80	40.80	40.80	12.20	46.20	74.80	21.60	46.20
2008	36.00	7.20	43.20	43.20	43.20	13.00	49.00	79.20	22.80	49.00

Notes:

1) Eligible Part Time rates are two times Full Time rates.

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Field Code Changed

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2 LETTER OF AGREEMENT
3 between
4 US AIRWAYS, INC.
5 and the
6 MAINTENANCE CONTROL TECHNICIANS
7 in the service of
8 US AIRWAYS, INC.,
9 as represented by the
10 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
11 WORKERS

12 _____
13
14 MAINTENANCE CONTROL TECHNICIANS TRANSITION and ACCRETION
15 AGREEMENT
16 _____

17
18 This Letter of Agreement is made and entered into in accordance with the
19 provisions of Title II of the Railway Labor Act, as amended, by and between US
20 Airways, Inc. (hereinafter referred to as the "Company") and the MECHANICAL AND
21 RELATED PERSONNEL in the service of US Airways, Inc., as represented by the
22 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
23 WORKERS (hereinafter referred to as the "IAM").
24

25 WHEREAS, the National Mediation Board has determined that the
26 Maintenance Control Technicians are to be included in the Mechanical and Related craft
27 or class and represented by the International Association of Machinists and Aerospace
28 Workers for the purposes of collective bargaining under the Railway Labor Act;
29

30
31 IT IS HEREBY AGREED AS FOLLOWS:
32

33 1. Definitions. For purposes of this Agreement, the following
34 definitions shall apply.

Deleted: 1

35 a. "Maintenance Control Technicians" shall mean any
36 employee performing Maintenance Control Technician work immediately prior to the
37 Transition Date and represented by the IAM pursuant to the National Mediation Board's
38 Accretion Ruling.
39

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40 b. "US Airways Mechanical or Related Personnel" shall mean
41 any employee represented by the IAM within the craft or class of mechanics and related
42 employees employed by US Airways, Inc., immediately prior to the Transition Date.
43

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44
45
46 2. Effective Date. The Effective Date shall be the date following the
47 date the Company is notified by the Union that this Transition and Accretion Agreement

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1 has been ratified. Except that, pay and related changes will become effective the first
2 Monday of the first pay period following ratification of this Transition and Accretion
3 Agreement.

4
5 3. Seniority List. The Company and the IAM shall agree to a Basic
6 Classification Seniority List and an MOC Classification Seniority List including all
7 current Maintenance Control Technicians. The IAM shall then provide to the Company
8 an integrated system seniority list showing all Mechanical and Related Personnel
9 currently on the system seniority list for US Airways, Inc., plus all Maintenance Control
10 Technicians. The Integrated Classification Seniority List, once approved, shall become
11 effective on the Effective Date.

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12
13 MOC employees will receive a basic classification seniority date to include any previous
14 time held in the basic mechanic classification under the Mechanical and Related
15 Agreement. MOC employees will receive an MOC Classification Seniority date equal to
16 their pre-existing Departmental Seniority.

17
18 4. Application of US Airways-IAM Agreement. On the Effective
19 Date, except as expressly provided in this Transition and Accretion Agreement, the
20 current (October 1995) agreement between US Airways and IAM shall be applied in all
21 respects to all Mechanical and Related Personnel on the Integrated Seniority List.

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22
23 **Article 2** applicable provisions will apply with the following additions:

24
25 Add to paragraph (A) in Article 2:

26
27 Maintenance Control Technician

28
29 Add to paragraph (E) in Article 2:

30
31 Supervisory personnel in Maintenance Control may perform Maintenance Control
32 Technician work when required to meet the needs of service when Maintenance Control
33 Technicians are not immediately available to perform such duties.

34
35 **Article 4** applicable provisions will apply with the following additions:

36
37 Add the following paragraph to Article 4:

38
39 (O) Maintenance Control Technician

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40
41 The work of a Maintenance Control Technician shall consist of any and all work
42 generally recognized as Maintenance Control Technician's work in or about the
43 maintenance control area. The Maintenance Control Technician provides the central point
44 of contact to coordinate aircraft maintenance for all locations and supports the minute-to-
45 minute operation of the fleet to which he is assigned. He surveys and analyzes
46 mechanical and operational performance of assigned fleet(s) or system(s). He provides
47 technical evaluation and recommendations for resolution of maintenance problems

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1 including but not limited to: oversight and coordination; communication with employees
2 and /or vendors both inside and outside the Company.

3
4
5 The work of a Maintenance Control Technician includes but is not limited to: providing
6 technical support for assigned fleet for Dispatcher, Pilots, Mechanics, and other personnel
7 as required; administering the MEL/CDL process in accordance with the current
8 Maintenance Policies & Procedures (MPP); coordinating parts and tooling movement and
9 manpower requirements for field trips to US Airways non-maintenance stations:
10 reviewing open non-routine maintenance items on assigned fleet(s) or system(s); assisting
11 and researching and developing a plan to resolve chronic aircraft faults; monitoring the
12 ALERT, ACMS, AMA, and any future on wing monitoring system and writing
13 maintenance technical service items (MTSIs); following up to ensure the effectiveness of
14 corrective action to chronic faults; maintaining a current list of aircraft status (ETR) and
15 communicating ETR and MEL information to OCC Planning Unit; requesting and
16 remotely directing the work of contract maintenance personnel in non-maintenance
17 stations in accordance with the MPP; updating delay information and DDE entries for
18 non-maintenance stations; making part serviceability determinations for units entered in
19 the SOS system; identifying chronic/rogue components and passing this information to
20 the Reliability Department; alerting the MOC Duty Manager or MOC Manager when
21 mechanical problems arise which adversely affect systems operations; reviewing
22 previous day's mechanical interruptions and following up to ensure a positive final
23 corrective action; providing the point of contact for Engineering Authorization requests
24 by Production in accordance with the MPP and performing any other MOC duties as
25 assigned. Maintaining and controlling CAT II/III aircraft certification and ensuring
26 aircraft remain in compliance. Maintaining the ETOPS Program and ensuring aircraft
27 remain in compliance. Maintaining the compass card records.

28
29 In addition to the work described, it is the primary responsibility of the Maintenance
30 Control Technician assigned to the Field Technical Service bid area to make necessary
31 field service trips to resolve chronic aircraft faults. Additionally other qualified
32 Maintenance Control Technicians may be assigned to make field service trips provided
33 the technician can be returned to his base by the end of his regular shift. Additionally,
34 where directed by the Company, Maintenance Control Technicians may be assigned work
35 associated with developing and writing MELs.

36
37 **Article 5** provisions will not apply. Hours of Service provisions for Maintenance Control
38 technicians will be as follows:

39
40 (A) A standard work day for Maintenance Control Technicians will be eight **and-one-**
41 **half** consecutive hours of service per day, inclusive of breaks and any lunch period and
42 exclusive of a shift turnover period. Employees may be required to be available during
43 breaks and lunch. Shift turnovers will be accomplished at the end of each scheduled shift
44 as necessary. Once the shift turnover has been completed the off-going employee will be
45 relieved from duty.

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1 | (B) Maintenance Control Technicians work week will consist of five (5) work days
2 and two (2) consecutive days off within a work week. For the purposes of this agreement
3 a work week will begin at 00:01 Monday and end at 24:00 Sunday. Days off and shifts
4 may be changed by the Company provided at least five (5) days notice is provided except
5 that start times for Field Technical Service may be adjusted according to the needs of
6 service.

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8 | (C) The Company may establish Relief and Rotating schedules. Adjustments to relief
9 and rotating schedules will be per paragraph B above.

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11 | (D) An annual bid for shifts and days off by bid area will be accomplished prior to the
12 annual vacation selection.

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14 | (E) Maintenance Control Technicians schedules and/or shift start times are
15 established by the Company based on the needs of service. Days off for Field Technical
16 Service are normally Saturday/Sunday however, should the Company require weekend
17 coverage a work schedule including weekend coverage may be created and bid in
18 seniority order among those assigned to the affected Field Technical Service bid area.

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20 | (F) Maintenance Control Technicians assigned to the Field Technical Service bid area
21 will accrue compensatory time or at the employee's option be compensated at the
22 applicable overtime rate for all hours worked in excess of ~~eight and one-half (8 1/2)~~
23 hours in a day or forty (40) hours in a workweek, excluding compensatory time and/or
24 overtime. Compensatory time is accrued at the applicable overtime rate. Requests for
25 accrued Compensatory time off will be approved based on the needs of service and may
26 be taken in as little as one hour increments. The maximum number of compensatory
27 hours to be accrued will be two hundred forty (240). Thereafter, no further accrual will be
28 allowed and the employee will be paid at the applicable rate of pay or be scheduled off
29 with pay until the employee's accrued compensatory time drops below the cap of two
30 hundred forty (240) hours.

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33 **Article 6** applicable provisions apply with the following additions/deletions:

35 **Paragraphs F and H will not apply.**

37 (L) Overtime for Maintenance Control Technicians assigned to Field Technical
38 Service will be compensated as described in Article 5 paragraph E above.

40 (M) Maintenance Control Technicians may occasionally be required to work
41 mandatory overtime as a result of personnel shortage only after all voluntary overtime
42 provisions have been exhausted. In cases where mandatory overtime is necessary, the
43 Maintenance Control Technician with the least seniority whose shift begins or ends
44 closest to the overtime need may be required to work the overtime. No employee will be
45 required to work mandatory overtime in excess of eight ~~and one-half (8 1/2)~~ hours in a
46 twenty four (24) hour period nor will any employee who has worked sixteen (16) or more

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1 continuous hours in a twenty four (24) hour period be required to work mandatory
2 overtime.

3
4 **Article 7** applicable provisions shall apply except for those assigned to Field Technical
5 Service where paragraphs E, J, and K and the following will apply:

6
7 (L) Travel pay for Maintenance Control Technicians assigned to Field Technical Service
8 will be compensated as described in Article 5 paragraph E above.

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9
10 **Article 8** applicable provisions shall apply with the following additions:

11 Add Maintenance Control Technician to paragraph (A).

12 Add additional paragraph to paragraph (B):

13 MOC Classification seniority shall be recognized in bidding for shifts and days off, new
14 jobs and in all layoffs, displacements, recalls or primary vacancy transfers involving
15 Maintenance Control Technicians.

16 Locations where Maintenance Control Technicians are staffed will be considered as a
17 separate station for the purpose of this agreement.

18 Add (Excluding classroom and OJT training for Maintenance Control
19 Technicians) after "ninety (90) work days" on line 34, page 28.

20 Add to paragraph (G):

21 **Maintenance Control Technician Classification:**

22 Maintenance Control Technician----- Maintenance Control Technician
23 | Inspector*
24 | Lead Mechanic*
25 | Mechanic*

Deleted: Lead Ground
Communications Technician*¶
Ground Communications
Technician*¶
Lead Inspector*¶

26 Paragraph I page 33, lines 1 through 5 and will not apply and the following will
27 apply:

28 Maintenance Control Technicians may temporarily upgrade to Maintenance Control
29 Management positions in the Maintenance Operations Control Department for a
30 maximum of sixty (60) work days in any calendar year and the Company may adjust their
31 shift to other than their assigned shift. Management positions as referred to in this
32 paragraph are understood to be first line supervision only.

33 **Article 9** applicable provisions shall apply with the following additions/deletions:

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1 Add to paragraph A, MOC will be permitted to realign and re-deploy within bid
2 areas under these provisions.

3
4 **Paragraphs (B), (D), (E), (G), (L) and (J) and lines 15 through 22 of Article**
5 **9 will not apply will not apply when awarding MOC positions.**

6
7 **Paragraph (H) page 37, lines 32 through 44** will not apply and the following will
8 apply:

9
10
11
12 Employees selected for consideration for Maintenance Control Technician will be selected
13 based on their past work record, attitude and job performance, and ability to pass a written
14 and/or oral exam (Department Selection Process); in addition to their ability to meet the
15 minimum qualifications and/or preferred qualifications. The Company agrees that the Union
16 will have representation in the application of the Department Selection Process (See
17 Appendix A to this letter).

18
19 Employees selected will be required to serve a ninety (90) work day probationary period,
20 excluding all classroom and/or OJT training and will be subject to an eighteen month
21 stability period. Employees promoted will be given a minimum of thirty (30) workdays to
22 prove they can perform the work to the satisfaction of the Company.

23
24 Add to paragraph (K):

25
26 Maintenance Valid A & P license and four (4) years
27 Control transport or military equivalent
28 Technician experience working aircraft mechanical
29 systems.

30
31
32 Maintenance Valid A & P license, one year of technical
33 Control training or military equivalent on Aircraft
34 (Avionics) Avionics systems, and four (4) years
35 Technician transport or military equivalent experience
36 working avionics systems.
37

38 **Article 11** applicable provisions shall apply with the following additions/deletions:

39
40 Paragraphs C items 2, 3, 6 and H (Lines 23-32) shall not apply.

41
42 Add to paragraph (C);

43
44 10. In MOC, sufficient vacation slots will be made available for Maintenance Control
45 Technicians to take accrued vacation based on the needs of service. Vacation weeks that
46 become available after the vacation bidding process has been completed may be
47 requested and awarded based on seniority.

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11. Subject to the requirements of the Company, employees covered by this agreement will select their vacation in MOC in accordance with length of service under this agreement. Every effort will be made to allow all vacations during desirable months. Vacation may be taken one (1) week at a time.

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12. DATs may be requested no less than fifteen (15) and no more than thirty (30) days prior to the date desired and will be awarded based on needs of service no earlier than fifteen (15) days prior to the date requested off.

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Article 17 applicable provisions shall apply with the following additions:

Paragraph J will be amended by adding the following sentence to the end of the first paragraph:

The forgoing shall in no way preclude the Company from selecting technicians in Maintenance Control for training based on the individual's needs for additional training as determined by the Company.

Article 18 applicable provisions shall apply except for paragraphs associated with wages, which are outlined in Appendix B. The Company will make every effort, subject to required programming, to transition MOC to weekly pay within one-hundred twenty (120) days of the effective date of this agreement.

Wage Notes:

- 9.53% Key Percentage Rate inclusive of consideration of Shift Turnover and lunch availability
- Top of scale reached after completing 10 years
- All MOC Technicians will be placed on the pay step consistent with their MOC Classification Seniority. If an MOC employee's new rate of pay including License is less than their present rate of pay, they will be "Red Circled" until such time as their pay progression exceeds their rate of pay.

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Deleted: Skill and Longevity Pay

Deleted: Article 21 The retirement plan transition for the Maintenance Control Technicians will be as follows: On the first day of the first pay period following effective date of this agreement, MOC employees shall freeze all benefits in their Defined Contribution Retirement Program and will begin accruing credited service under the provisions of Article 21. Employees will not receive any credit for past service not under the Mechanical and Related Agreement. ¶
¶

Deleted: ¶
3. Letter allowing MOC to supplement occupational injury leave from the employee's sick. (Attached)

Deleted: ¶
4

Deleted: Letters of Agreement will be modified as followed:¶
¶
New Hire License Pay – Add Maintenance Control Technician and Valid A&P¶
¶
No-Lay-off – Will apply to those MOC Technicians on the seniority roster on October 11, 1999.¶
¶
Pay Parity – Add MOC to paragraph B.4.(a)¶

Add new Letters of Agreement:

1. Letter describing how vacation will be transitioned. (Attached)
2. Letter on MOC Pay Seniority (Attached)
3. Existing MOC COBs. (Attached)

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1 IN WITNESS WHEREOF, the parties have signed this Agreement this 4th day of
2 December, 2000.

3
4 International Association
5 of Machinist and
6 Aerospace Workers

US AIRWAYS Inc.

7
8 _____
9 /s/Anthony Giammarco
10 Assistant General
11 Chairman District 141M

12 /s/E. Allen Hemenway
13 Director
14 Labor Relations – Ground

15 **Witnesses:**

Witnesses:

16 _____
17 /s/Victor L. Mazzocco
18 Grand Lodge Representative
19 District 141M

20 /s/Ralph Braden
21 Negotiating Committee

22 _____
23 /s/Joseph Trimble
24 Negotiating Committee

25 /s/Dave Cunningham
26 Negotiating Committee

27 _____
28 /s/John Kerrighen
29 Negotiating Committee

30 _____
/s/Patrick Couse
Negotiating Committee

1
2 **Appendix A:**

3
4 **PRIMARY VACANCY**

- 5
6 1. When the Company decides to fill any new or existing vacancy such vacancy will be
7 posted within MOC as a Primary Vacancy. Maintenance Control Technicians who: 1.
8 meet a minimum qualification described herein; 2. have a minimum of eighteen (18)
9 months experience as a Company Maintenance Control Technician; and 3. are not in
10 a stability period; will be eligible to submit a bid for the Primary Vacancy. The
11 Primary Vacancy will be awarded to the senior Maintenance Control Technician who
12 meets the above criteria.
13
14 2. Following any internal Primary Vacancy transfer as described above, any secondary
15 vacancy created by the Primary Vacancy transfer award which the Company decides
16 to fill, will be filled using the Departmental Selection Process as described below.
17

18 **DEPARTMENTAL SELECTION PROCESS (SECONDARY VACANCY)**

- 19
20 1. The Company will establish an interview panel consisting of one (1) MOC manager
21 and one (1) MOC technician. The panel members will attempt to reach a consensus
22 on each candidate's score for each rated area. If consensus can not be reached, the
23 two (2) panel members' scores will be averaged to determine the candidate's score.
24
25 2. The company will establish preferred qualifications as follows:
26
27 a. Eighteen (18) months experience working in the Company's Maintenance
28 Control, or
29 b. Three (3) years working on the applicable fleet type.
30
31 3. Bidders for vacancies in MOC other than described Primary Vacancy above will be
32 considered for interviews in the Department Selection Process. Where there are more
33 than ten qualified bidders meeting the minimum and preferred qualifications, the ten
34 (10) most senior candidates will be considered for the vacancy in the Department
35 Selection Process. Where fewer than ten (10) bidders meet the minimum and a
36 preferred qualification, the Company may consider additional candidates who met the
37 minimums in order to establish a total candidate pool of ten (10) bidders maximum
38 for consideration in the Department Selection Process as follows;
39
40 a. MOC employees that meet the minimums and a preferred qualification.
41 b. Other Mechanical and Related employees that meet the minimums and a preferred
42 qualification.
43 c. MOC employees that meet the minimum qualifications.
44 d. Other Mechanical and Related employees that meet the minimum qualifications.
45 e. New employees that meet the minimum qualifications.
46

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1 NOTE: Where seniority is used to limit the applicant pool to ten (10)
2 candidates, MOC Seniority, time under the Agreement Seniority and Company
3 Seniority shall be used to sort applicants, in that order.
4

5 Example: Two (2) Maintenance Control Technicians meeting the minimum
6 and a preferred qualification, one (1) Mechanical and Related employee that meeting
7 the minimum and a preferred qualification, two (2) Maintenance Control Technicians
8 meeting the minimum qualifications and twenty (20) Mechanical and Related
9 employees meeting the minimum qualifications apply for a Maintenance Control
10 Technician Vacancy. Only the five (5) senior Mechanical and Related employees that
11 meet the minimum qualifications will be considered for the Department Selection
12 Process. Seniority will be determined per the note above.
13

- 14
- 15 4. The candidate with the highest score in the Department Selection Process will be
16 awarded the vacancy.
17
 - 18 5. Candidates scores in the Department Selection Process will remain on file for twelve
19 (12) months following the completion of their interview. This score may be used
20 should they apply for other vacancies in the same bid area within this twelve (12)
21 month period.
22

2 LETTER OF AGREEMENT
 3 between
 4 US AIRWAYS, INC.
 5 and the
 6 QUALITY ASSURANCE CONSULTANTS
 7 in the service of
 8 US AIRWAYS, INC.,
 9 as represented by the
 10 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
 11 WORKERS

12 _____
 13
 14 QUALITY ASSURANCE CONSULTANT TRANSITION and ACCRETION
 15 AGREEMENT
 16 _____

17
 18 This Letter of Agreement is made and entered into in accordance with the
 19 provisions of Title II of the Railway Labor Act, as amended, by and between US
 20 Airways, Inc. (hereinafter referred to as the "Company") and the MECHANICAL AND
 21 RELATED PERSONNEL in the service of US Airways, Inc., as represented by the
 22 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
 23 WORKERS (hereinafter referred to as the "IAM").
 24

25 WHEREAS, the National Mediation Board has determined that the
 26 Quality Assurance Consultants are to be included in the Mechanical and Related craft or
 27 class and represented by the International Association of Machinists and Aerospace
 28 Workers for the purposes of collective bargaining under the Railway Labor Act;
 29

30 IT IS HEREBY AGREED AS FOLLOWS:

31
 32 5. Definitions. For purposes of this Agreement, the following
 33 definitions shall apply.

Deleted: 5

34 a. "Quality Assurance Consultant(s)" shall mean any
 35 employee(s) performing Maintenance Quality Assurance work immediately prior to the
 36 Effective Date and represented by the IAM pursuant to the National Mediation Board's
 37 Accretion Ruling.
 38

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39 b. "US Airways Mechanical and Related Personnel" shall
 40 mean any employee represented by the IAM within the craft or class of mechanics and
 41 related employees employed by US Airways, Inc., immediately prior to the Effective
 42 Date.
 43

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44
 45 6. Effective Date. The Effective Date shall be the day following the
 46 date the Company is notified by the Union that this Transition and Accretion Agreement
 47 has been accepted, except that, pay and related changes will become effective the first

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Monday of the first pay period following acceptance of this Transition and Accretion Agreement (see appendix B).

7. Seniority List. The Company and the IAM shall agree to a Quality Assurance Classification Seniority List. The IAM shall then provide to the Company an integrated system seniority list showing all Mechanical and Related Personnel currently on the system seniority list for US Airways, Inc., plus all Quality Assurance Consultants. The Integrated Classification Seniority List, once approved, shall become effective on the Effective Date.

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Quality Assurance employees will receive a time under the agreement seniority date to include any previous time held in any other basic classifications under the Mechanical and Related Agreement. Quality Assurance Consultants will receive a Quality Assurance Consultant Basic Classification Seniority date equal to their pre-existing cumulative time in the Quality Assurance Department.

8. Application of US Airways-IAM Agreement. On the Effective Date, except as expressly provided in this Transition and Accretion Agreement, the current (October 1995) agreement (CBA) between US Airways and IAM shall be applied in all respects to all Mechanical and Related Personnel on the Integrated Seniority List.

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Article 1 applicable provisions will apply with the following additions:

Add to paragraph (B):

The Company and the Union recognize the important safety sensitive role of the Quality Assurance Consultants and of the importance of assuring that their duties are accomplished in a fair and unbiased fashion, free from outside interference, pressure or coercion. To that end, the Company and the Union agree that Quality Assurance Consultants covered by this Agreement will not be interfered with, restrained, coerced, or discriminated against by the Company, its officers/agents; the Union, its officers/agents or by fellow employees.

Article 2 applicable provisions will apply with the following additions:

Add to paragraph (A):

Quality Assurance Consultants and Senior Quality Assurance Consultants.

Add to paragraph (E):

Supervisory personnel may perform Quality Assurance work when required to meet the needs of service when Quality Assurance Consultants are not immediately available to perform such duties or to evaluate the initial scope and details of a non-conformance issue or as needed for urgent or sensitive high level events.

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1 Add paragraph (F):

2

3 (F) It is recognized that the types of maintenance audits currently being conducted by
4 Quality Assurance Consultants will continue to be accomplished by Quality Assurance
5 Consultants. It is also recognized that the types of audits currently being conducted by
6 other Company employees and/or other organizations upon the Effective Date of this
7 Letter of Agreement may continue to be accomplished by other Company employees
8 and/or organizations.

9

10 **Article 4** applicable provisions will apply with the following additions:

11

12 Add the following paragraphs:

13

14 **(P)** Quality Assurance Consultants

15

16 The Quality Assurance Consultant is responsible for compiling objective evidence
17 by conducting interviews, reviewing documentation, observing activities, performing
18 audits, surveillance and investigations to determine whether organizations and/or
19 individuals (management or non-management) are conducting business in accordance
20 with regulations and established policies and procedures. The Quality Assurance
21 Consultant provides direction and recommendations for the resolution of matters of non-
22 conformance through the development of corrective action plans, comprehensive fixes
23 and/or process changes. Based on input from the Quality Assurance Consultant and/or
24 Department's investigation the Company will determine what personnel action is
25 warranted.

26

27 The work of the Quality Assurance Consultant includes, but is not limited to:

28

29 | 1. Performing scheduled and unscheduled audits and surveillance of US
30 Airways maintenance operations, maintenance facilities, station fuel facilities, non-
31 maintenance stations, on-call contract maintenance vendors, contract maintenance
32 providers and repair stations, parts distributors and parts suppliers and manufacturers.
33 All aspects of the audit/surveillance process to include report writing, audit response
34 review and acceptance determination, database updating, analysis of the findings, fact
35 based observations and recommendations and formal and informal reporting.

36

37 | 2. Conducting investigations and surveillance into matters related to non-
38 compliance. All aspects of the investigation/surveillance process to include report
39 writing, comprehensive fix review, database updating, analysis of the findings, fact based
40 observations and recommendations, formal and informal reporting.

41

42 | 3. Conducting/managing projects as assigned.

43

44 | 4. Writing/revising manual procedures, audit forms and checklists and work
45 associated with database administration/development as assigned.

46

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1 | 5. Conducting training of other Quality Assurance Consultants as part of the
2 | department On the Job Training (OJT) program and assessing the proficiency of the
3 | trainee in the course of the OJT program as assigned.

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4 |
5 | Additionally, Quality Assurance Consultants may be required to perform duties
6 | (for which they are qualified) not described in this paragraph based on the needs of
7 | service, provided such work is not in conflict with the scope of work of other Mechanical
8 | and Related Personnel.

9 |
10 | **(Q) Senior Quality Assurance Consultants**

11 |
12 | The work of a Senior Quality Assurance Consultant shall be the same as that of a
13 | Quality Assurance Consultant and may include the following:

14 |
15 | 1. Support, coordination, assigning and prioritizing the work of other Quality
16 | Assurance Consultants.

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17 |
18 | 2. Training of other Quality Assurance Consultants on current departmental
19 | policies, auditing/surveillance and investigation principles and techniques and regulatory
20 | requirements. Assessing the proficiency of the trainee.

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21 |
22 | 3. Participation in the Departmental Selection Process.

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23 |
24 | 4. Representing US Airways' interests at industry meetings and/or
25 | participating in industry committees.

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26 |
27 | **Article 5** provisions will not apply. Hours of Service provisions for Quality Assurance
28 | Consultants will be as follows:

29 |
30 | (G) A standard work day for Quality Assurance Consultants will be eight **and-one-**
31 | **half** (8 **1/2**) consecutive hours of service per day, inclusive of breaks and **exclusive of an**
32 | **unpaid** lunch period. However, the normal completion of the Quality Assurance
33 | Consultant's duties may include additional time of up to thirty (30) minutes without
34 | additional compensation.

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35 |
36 | (H) Quality Assurance Consultants workweek will consist of five (5) work days and
37 | two (2) consecutive days off within a workweek. For the purposes of this agreement a
38 | workweek will begin at 00:01 Monday and end at 24:00 Sunday. Days off and shifts may
39 | be changed by the Company provided at least five (5) days notice is provided. Less than
40 | five (5) days notice may be given in the event of special or unplanned investigations or
41 | audits.

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42 |
43 | (I) The Company may establish Relief and Rotating schedules. Adjustments to relief
44 | and rotating schedules will be per paragraph B above.

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1 | (J) Should the Company establish additional shifts and/or days off then at a
2 | minimum, an annual bid for shifts and days off by bid area will be accomplished prior to
3 | the annual vacation selection.

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5 | (K) Quality Assurance Consultant schedules and/or shift start times are established by
6 | the Company based on the needs of service. However, with Company approval, Quality
7 | Assurance Consultants may start their work day up to two and one half (2 1/2) hours prior
8 | to the established shift start time (08:30 as of effective date) on the hour or half hour
9 | based on needs of service. Such start time adjustments will be approved annually by bid
10 | area prior to the vacation selection process and remain in effect unless change is required
11 | based on the needs of service.

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13 | (L) Any employee reporting to work when there is temporarily no work due to an Act
14 | of God or circumstances over which the Company has no control, shall receive a
15 | minimum of four (4) hours pay at the regular hourly rates, unless notified that there will
16 | be no work at the close of the last shift he worked, or sixteen (16) hours before the start
17 | of his regular work shift, whichever period is shorter.

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19 | **Article 6** applicable provisions apply with the following additions/deletions:

21 | Add to paragraph (A).

23 | There is no minimum of one (1) hour overtime in Quality Assurance.

25 | Add to paragraph (C).

27 | Current management Holiday provisions will remain in effect for Quality Assurance
28 | Consultants for the remainder of 2002. Effective January 1, 2003 the provisions described
29 | in Paragraph C of the CBA will apply.

31 | Paragraphs (E) and (F) will not apply.

33 | (N) Quality Assurance Consultants may occasionally be required to work mandatory
34 | overtime as a result of personnel shortage, workload or other extenuating circumstances.
35 | No employee will be required to work mandatory overtime in excess of sixteen (16)
36 | hours in a twenty four (24) hour period nor will any employee who has worked sixteen
37 | (16) or more consecutive hours in a twenty four (24) hour period be required to work any
38 | additional mandatory overtime.

40 | (O) Quality Assurance Consultants shall be entitled to work overtime as approved
41 | when in conjunction with work assignments made by management. Overtime will not
42 | commence until thirty (30) minutes after the Quality Assurance Consultant has completed
43 | his standard eight and-one-half (8 1/2) hour shift.

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45 | (P) Whenever three (3) or more Quality Assurance Consultants (excluding those in a
46 | probationary and/or OJT status) are assigned to a field assignment one (1) will be

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1 designated as the project coordinator if a Senior Quality Assurance Consultant is not
2 assigned.

3
4 **(Q)** The Company will make every effort to assign maintenance audits to Quality
5 Assurance Consultants in a manner that will provide for exposure to the full range of
6 available assignments based on needs of service, individual qualifications and work
7 experience.

8
9 **(R)** Quality Assurance Consultants may accrue compensatory time in lieu of
10 overtime. Compensatory time is accrued at the applicable overtime rate. Requests for
11 accrued compensatory time off will be approved based on the needs of service and may
12 be taken in a minimum of four (4) hour increments. The maximum number of
13 compensatory hours to be accrued will be two hundred forty (240) including those
14 accrued in lieu of Holiday pay. Thereafter, no further accrual will be allowed and the
15 employee will be paid at the applicable rate of pay until the employee's accrued
16 compensatory time drops below the cap of two hundred forty (240) hours.

17
18 **Article 7** applicable provisions apply with the following additions/deletions:

19
20 Paragraphs (A) through (I) will not apply.

21
22 Add the following paragraphs:

23
24 **(L)** Quality Assurance Consultants will be reimbursed for normal and customary
25 expenses associated with required travel per Company Policy.

26
27 **(M)** Quality Assurance Consultants required to travel away from the geographic
28 location of their station are compensated for travel time by the most direct route as
29 follows: All traveling on a workday shall be paid at straight time rates, all traveling on a
30 regular day off will be paid at the time and one half (1 ½) rate. Travel time will begin
31 thirty (30) minutes prior to the scheduled flight departure and will include all flight and
32 connecting time and all time spent waiting after the completion of their work assignment,
33 excluding overnights. An additional thirty (30) minutes of travel pay is due after the
34 arrival at their destination only when overnights immediately after their arrival.

35
36 Quality Assurance Consultants will have their itinerary and work schedule, including
37 known overtime, approved by their supervisor or management representative directing
38 the travel before the commencement of the travel.

39
40 **(N)** Quality Assurance Consultants may request a cash advance of up to one-hundred
41 dollars (\$100) prior to the commencement of an international field assignment. The
42 Company will make every effort to establish administrative procedures to comply with
43 this provision within thirty (30) days of the effective date of this agreement.

44
45 **Article 8** applicable provisions shall apply with the following additions:
46

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1 Add Quality Assurance Consultants including Senior Quality Assurance Consultants to
2 paragraph (A).

3
4

5 Add additional paragraph to paragraph (B):

6
7

8 Quality Assurance Basic Classification seniority shall be recognized for bidding shifts
9 and days off and in all layoffs, displacements, and in addition to qualifications for new
10 jobs, recalls or primary vacancy transfers involving Quality Assurance Consultants.

11
12

13 Cities where Quality Assurance Consultants are staffed will be considered as a separate
14 station for the purpose of this agreement.

15
16

17 Add (Excluding classroom and OJT training for Quality Assurance Consultants) after
18 “ninety (90) work days” on line 34, page 28.

19
20

21 Add to paragraph (G):

22
23

24 Quality Assurance Consultant Classification:

25
26

27 Senior Quality Assurance Consultants-----
28 -----Senior Quality Assurance Consultants
29 Quality Assurance Consultants
30 Mechanic*

31
32

33 *Only if seniority is held and is unable to hold his domicile with his Quality Assurance
34 Consultant Seniority.

35
36

37 Paragraph (I), page 33, lines 1 through 5 will not apply and the following will apply:

38
39

40 Quality Assurance Consultants may temporarily upgrade to Quality Assurance
41 Management positions in Quality Assurance for a maximum of ninety (90) work days in
42 any calendar year and the Company may adjust their shift to other than their assigned
43 shift. Management positions as referred to in this paragraph are understood to be first
44 line supervision only.

45
46

47 **Article 9** applicable provisions shall apply with the following additions/deletions:

48
49

50 Add to paragraph (A), Quality Assurance will be permitted to realign and re-deploy
51 within bid area(s) under these provisions.

52
53

54 Paragraphs (B), (D), (E), (F), (G), (L), (R), (Q) and lines 15 through 22 of paragraph (J)
55 of Article 9 will not apply when awarding Quality Assurance positions.

56
57

58 Paragraph (H) page 37, lines 32 through 44 will not apply and the following will apply:

59
60

61 Employees selected for consideration for Quality Assurance will be selected based on their
62 past work record, attitude and job performance, and ability to pass a written and/or oral

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1 exam (Department Selection Process); in addition to their ability to meet the minimum
2 qualifications and/or preferred qualifications. After the Primary Vacancy (Appendix A)
3 process is completed, vacancies in Quality Assurance will be posted through the Company
4 COB process.

5
6 Employees selected will be required to serve a ninety (90) work day probationary period,
7 excluding all classroom and/or OJT training and will be subject to an eighteen (18) month
8 stability period. Employees promoted will be given a minimum of thirty (30) workdays to
9 prove they can perform the work to the satisfaction of the Company.

10
11 Add to paragraph (K):

12
13 Senior Quality Assurance Three (3) years experience in the
14 Company's
15 Consultant Quality Assurance group.

16
17 Quality Assurance Three (3) years aviation maintenance
18 Consultant related experience.

19
20 Add to paragraph (O):

21
22 Quality Assurance Consultants may be temporarily upgraded to Senior Quality Assurance
23 Consultants based on the needs of service, qualifications and seniority.

24
25 Add to paragraph (U):

26
27 1. These provisions will only apply to those Quality Assurance Consultants with a
28 Basic Quality Assurance Consultant Classification date more senior than October 11,
29 1999. ← - - - - - **Formatted:** Indent: Before: 0",
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30
31 Add Paragraph (W):

32
33 Bid area(s) will be established by the Company and Quality Assurance Consultants may
34 be cross utilized between the bid areas.

35
36 Add new paragraph (X):

37
38 Employees selected for Quality Assurance Consultant positions will begin accruing
39 Quality Assurance Seniority from the day they are awarded the position.

40
41 **Article 11** applicable provisions shall apply with the following additions/deletions:

42
43 Paragraphs (C) items 2, 3, 6 and (H) lines 23-32 shall not apply.

44
45 Add to paragraph (C):

46
Field Code Changed
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1 | 13. In Quality Assurance, sufficient vacation slots will be made available for Quality
2 Assurance Consultants to take accrued vacation based on the needs of service. Vacation
3 weeks that become available after the vacation bidding process has been completed may
4 be requested and awarded based on seniority.
5

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6 | 14. Subject to the requirements of the Company, employees covered by this agreement
7 will select their vacation in Quality Assurance in accordance with length of service with
8 the Company. Every effort will be made to allow all vacations during desirable months.
9 Vacation may be taken one (1) week at a time.
10

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11 | 15. DATs may be requested no less than five (5) and no more than fifteen (15) days
12 prior to the date desired and will be awarded based on needs of service no earlier than
13 five (5) days prior to the date requested off.
14

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15 **Article 12** applicable provisions shall apply with the following additions/deletions:
16
17 Paragraphs (I), (J) and (K) will not apply.

18 | **Article 13** applicable provisions shall apply with the following additions:
19

Deleted: ¶
Add to paragraph (B):¶
¶
Quality Assurance Consultants injured in
the service of the Company will
supplement their statutory benefits with
sick leave once their Occupational Injury
Bank Leave is depleted for injuries
sustained during the first thirty (30)
months following the effective date of
this transition agreement. ¶
¶
Once thirty (30) months have passed
following the effective date of this
transition agreement, Quality Assurance
Consultants will supplement their
statutory benefits with OJI leave only. ¶

20
21 (E) Quality Assurance Consultant's term pass will be updated to reflect the authority
22 to travel space positive for company business within thirty (30) days of the completion of
23 his probationary period. Positive Space Travel and ticketing will be arranged by the
24 Company prior to the employee's term pass being updated.
25

26 **Article 16** applicable provisions shall apply with the following additions:
27

28 Add to paragraph (E), line 27:
29 Quality Assurance
30

31 **Article 17** applicable provisions shall apply with the following additions:
32

33 Add to paragraph (D):
34

35 Lab Coats will be made available for Quality Assurance Consultant's use while on field
36 assignments. The Company will make every effort to acquire these Lab Coats within
37 ninety (90) days of the acceptance of this agreement.
38

39 | Add to paragraph (L):
40

Deleted: ¶
¶
¶

41 Airport Parking passes may be made available to Quality Assurance Consultants required
42 to travel. In instances where parking passes are available, reimbursement for parking
43 expenses will not be made. In cases where parking passes are not available, employees
44 will be reimbursed for reasonable parking expenses.
45

46 Add paragraph (Q):
47

Field Code Changed
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1 Quality Assurance Consultants will be provided business cards within thirty (30) days of
2 the completion of their probationary period.

3
4 **Article 18** applicable provisions shall apply except for paragraphs associated with wages,
5 which will be outlined in Appendix B.

6
7 Add the following to paragraph (C):
8 Quality Assurance Consultants shall be paid every other Friday.

9
10 **Article 19** applicable provisions will apply with the following additions:

11
12 Add to paragraph (H) item 2:
13 Deductions for Quality Assurance Consultants' dues will be made from the employee's
14 first and second paycheck each month.

15
16
17 **IN WITNESS WHEREOF**, the parties have signed this Agreement this 31st day
18 of January, 2002.

19
20
21 International Association
22 of Machinist and
23 Aerospace Workers

24
25
26 /s/William Freiberger
27 Assistant General
28 Chairman District 141M

29
30 **Witnesses:**

31
32
33 /s/Howard Dunn
34 Negotiating Committee

US AIRWAYS Inc.

/s/E. Allen Hemenway
Director
Labor Relations – Ground

35
36
37 **Witnesses:**

38
39
40 /s/Gary A. Merrill
41 Negotiating Committee

42

/s/Dave Cunningham
Negotiating Committee

/s/Juan M. Guichon
Negotiating Committee

Deleted: Article 21 applicable provisions will apply with the following additions:¶

Deleted: The retirement plan transition for the Quality Assurance Consultants will be as follows: On the first day of the first pay period following effective date of this agreement, Quality Assurance employees shall freeze all benefits in their Defined Contribution Retirement Program and will begin accruing credited service under the provisions of Article 21. Employees will not receive any credit for past service not under the Mechanical and Related Agreement. ¶

¶ Letters of Agreement will be modified as followed:¶

¶ <#>No-Furlough Letter on page 124 of the Labor Agreement: Will apply to those Quality Assurance Consultants with a Basic Quality Assurance Consultant Classification date more senior than October 11, 1999.¶

¶ <#>Pay Parity Letter on page 126 through 131 of the CBA: Add Quality Assurance Consultants and Senior Assurance Consultants to paragraph (B) 4.(a).¶

¶
¶
¶
¶
¶
¶
¶

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1 Appendix A: Quality Assurance Consultant Selection Eligibility Criteria

2
3 A. PRIMARY VACANCY

4
5 When the Company decides to fill any new or existing Quality Assurance
6 Consultant vacancy such vacancy will be posted within Quality Assurance as a Primary
7 Vacancy. Quality Assurance Consultants who: 1. Have a minimum of eighteen (18)
8 months experience as a Company Quality Assurance Consultant; 2. Are not in a stability
9 period; and 3. Have a satisfactory work record will be eligible to submit a bid for the
10 Primary Vacancy. The Primary Vacancy will be awarded to the senior Quality Assurance
11 Consultant who meets the above criteria.

12
13 Following any internal Primary Vacancy transfer, if any, as described above,
14 any secondary vacancy created by the Primary Vacancy transfer award or Senior Quality
15 Assurance Consultant vacancy, which the Company decides to fill, will be filled as
16 described in B below.

17
18 B. SECONDARY VACANCY

19
20 The Company will establish an interview panel consisting of Quality
21 Assurance management and an equal number of trained Senior Quality Assurance
22 Consultant(s). The panel members will attempt to reach a consensus on each
23 candidate's score for each rated area. If consensus can not be reached, the panel
24 members' scores will be averaged to determine the candidate's score. Where there is
25 significant disparity between the panel members scores which can not be resolved by the
26 panel, Human Resources will resolve through another interview.

27
28 The company will establish preferred qualifications as follows:

- 29
30 c. Eighteen (18) months experience working in a Quality Assurance capacity, or
31 d. Three (3) years working in a Lead Mechanic position or higher or a management
32 position in the Company Maintenance Department, or
33 e. Associate Degree or higher in a related field, or
34 f. CASE/ASQ Certification, or
35 e. Valid A&P.

36
37 Employees may be credited with a maximum of (2) preferred qualifications.

38
39 Where there are more than ten qualified bidders meeting the minimum and two (2) of
40 the preferred qualifications, the Company may limit the interviews as follows:

- 41
42 a. Quality Assurance Seniority,
43 b. Time under the Agreement Seniority,
44 c. Company Seniority,
45 d. New employees.
46
47

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1 Where fewer than ten (10) bidders meet the minimum and two (2) preferred
2 qualifications, the Company may consider additional candidates in order to establish a
3 candidate pool for consideration as follows:

- 5 | f. Quality Assurance employees that meet the minimums and one (1) preferred
6 | qualifications.
- 7 | g. Other Mechanical and Related employees that meet the minimums and one (1)
8 | preferred qualifications.
- 9 | h. Quality Assurance employees that meet the minimum qualifications.
- 10 | i. New employees that meet the minimum qualifications and one (1) preferred
11 | qualifications.
- 12 | j. Other Mechanical and Related employees that meet the minimum qualifications
13 | along with new employees that meet the minimum qualifications.

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15 Example: Two (2) Quality Assurance Consultants meeting the minimum and
16 preferred qualifications, one (1) Mechanical and Related employee meeting the
17 minimum and preferred qualifications, two (2) Quality Assurance Consultants
18 meeting the minimum qualifications and twenty (20) Mechanical and Related
19 employees meeting the minimum qualifications apply for a Quality Assurance
20 Consultant Vacancy. Only the five (5) senior Mechanical and Related employees that
21 meet the minimum qualifications will be considered for the Department Selection
22 Process. Seniority will be determined per B item 3 above.

24 | The candidate with the highest score will be awarded the vacancy. If two (2) ←
25 | or more candidates have the same score, the senior candidate will be awarded the
26 | position.

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28 Candidate scores will remain on file for twelve (12) months following the
29 completion of their interview. This score may be used should they apply for other
30 Quality Assurance Consultant vacancies within this twelve (12) month period.

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1 **Appendix B: Quality Assurance Consultant Rates of Pay**

2
3
4 Schedule A – Rates of Pay

Schedule

5 A – Rates of Pay

6 Senior Quality Assurance Consultants

Quality Assurance

7 Consultants

Years of Completed Service	Hourly Rate	Years of Completed Service	Hourly Rate
0	\$23.71	0	\$22.30
1	\$24.88	1	\$23.47
2	\$26.88	2	\$24.70
3	\$27.41	3	\$26.00
4	\$28.77	4	\$27.36
5	\$30.21	5	\$28.80
or more		or more	

18 | • All Quality Assurance Consultants will be placed on the pay step consistent with their
 19 | Quality Assurance Classification Seniority on the first Monday of the first pay period
 20 | following the acceptance of this agreement. The Company will accomplish this transition
 21 | as quickly as possible but no later than ninety (90) days following the acceptance of this
 22 | agreement, retro pay back to the first Monday of the first pay period following the
 23 | acceptance of this agreement will also be paid.

24 | • Employees will be limited to a maximum pay increase of 10% when transitioning
 25 | from their present pay to the pay scale as described above. When this process results in a
 26 | rate of pay less than the rate of pay the employee’s seniority would entitle them to, they
 27 | will receive a pay increase of up to 10% each six (6) months thereafter until they have
 28 | reached the proper level.

29 | • If an employee’s new rate of pay including Longevity Pay is less than their present
 30 | rate of pay, they will be “Red Circled” until such time as their pay progression exceeds
 31 | their rate of pay.

32 | • Longevity is paid separately.

33 | • Pay step progression will occur on the first Monday of the first pay period following
 34 | the employee’s pay seniority date.

35 | • First Pay Parity Review for Quality Assurance Consultants will occur on October 11,
 36 | 2002.

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2 **Letter of Agreement – Quality Assurance Consultants reassigned to Maintenance**
3 **Planning**

4

5

January 31, 2002

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10

Mr. William Freiberger
Assistant General Chairman
District 141M – IAMAW

11

12

13

14

Dear Mr. Freiberger:

15

16

17

The following will confirm our agreement reached during negotiations describing the two
(2) Quality Assurance Consultants that were recently reassigned to Maintenance
Planning. Each of these individuals will:

18

19

20

21

- Be offered recall in seniority order in the event of a vacancy in the Quality Assurance Department.

22

23

24

- Continue to accrue Quality Assurance Classification Seniority provided they have not turned down recall to a Quality Assurance Consultant position.

25

26

27

28

29

Sincerely,

30

31

32

33

34

/s/E. Allen Hemenway
Director, Labor Relations - Ground

35

36

37

Agree and concur:

38

39

40

41

/s/William Freiberger
District 141M

42

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1 **Letter of Agreement – Quality Assurance Consultants Vacation Transition**
2

3
4 January 31, 2002
5

6
7
8
9 Mr. William Freiberger
10 Assistant General Chairman
11 District 141M – IAMAW
12

13 Dear Mr. Freiberger:
14

15 The following will confirm our agreement reached during negotiations for the accretion
16 of Quality Assurance Consultants clarifying how vacation will be transitioned.
17

18 Quality Assurance Consultants will continue using the “current year” accrual method for
19 the remainder of the year 2002.
20

21 Additionally, the Company agrees that Quality assurance Consultants will be entitled to
22 the vacation accruals described in Article 11, paragraphs A and B of the Mechanical and
23 Related Agreement for use in the year 2003.
24

25 Sincerely,
26

27
28
29
30 _____
31 /s/E. Allen Hemenway
32 Director, Labor Relations - Ground

33 Agree and concur:
34

35
36 _____
37 /s/William Freiberger
38 District 141M
39
40

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1 Letter of Agreement – Quality Assurance Consultant Pay Scale Changes/Seniority
2

3

4 January 31, 2002

5
6
7 Mr. William Freiberger
8 Assistant General Chairman
9 District 141M – IAMAW

10
11 Dear Mr. Freiberger:

12
13 The following will confirm our agreement reached during negotiations describing how
14 employees transferring into or out of the Quality Assurance Consultant Classification are
15 placed on the applicable pay scale.

16
17

18 | 1. Employees transferring into Quality Assurance from any Mechanical and Related
19 Agreement position will be placed on the pay step closest to but not less than their current
20 rate of pay.

21 | 2. Quality Assurance Consultants awarded Senior Quality Assurance Consultant
22 positions will be placed on the pay step closest to but not less than their current rate of
23 pay.

24
25 | 3. Employees transferring from Quality Assurance to other positions covered by the
26 Mechanical and Related agreement will be placed on the applicable step consistent with
27 their pay seniority held in the classification.

28
29 4. New hire Quality Assurance employees may be placed on the first step of the
30 Quality Assurance Consultant pay scale.

31
32 Sincerely,

33
34
35 _____
36 /s/E. Allen Hemenway
37 Director, Labor Relations – Ground

38
39 Agree and concur:

40 _____
41 /s/William Freiberger
District 141M

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and/or license pay.¶

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1 **Letter of Agreement – Fuel Vendor Audits, reassigned to the Quality Assurance**
2 **Consultants Department**

3
4
5 January 31, 2002
6
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8
9

10 Mr. William Freiberger
11 Assistant General Chairman
12 District 141M – IAMAW
13

14 Dear Mr. Freiberger:
15
16

17 The following will confirm our agreement reached during negotiations that Quality
18 Assurance Consultants will be responsible for Fuel Vendor Audits.
19

20 It is also agreed that the employee currently conducting those audits will be considered to
21 be a Quality Assurance Consultant and will be given Quality Assurance Consultant
22 Classification Seniority for the time he has been conducting these audits.
23

24 The Company will make every effort to physically relocate the employee to the Quality
25 Assurance Group within thirty (30) days of the acceptance of the Transition and
26 Accretion Agreement.
27

28 Sincerely,
29
30
31

32 _____
33 /s/E. Allen Hemenway
34 Director, Labor Relations - Ground
35

36 Agree and concur:
37
38
39

40 _____
41 /s/William Freiberger
District 141M

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2 LETTER OF AGREEMENT

3 between

4 US AIRWAYS, INC.

5 and the

6 MAINTENANCE PLANNERS and TECHNICAL DOCUMENTATION SPECIALISTS

7 in the service of

8 US AIRWAYS, INC.,

9 as represented by the

10 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
11 WORKERS

12 _____
13
14 MAINTENANCE PLANNERS and TECHNICAL DOCUMENTATION
15 SPECIALISTS TRANSITION and ACCRETION AGREEMENT
16 _____

17
18 This Letter of Agreement is made and entered into in accordance with the
19 provisions of Title II of the Railway Labor Act, as amended, by and between US
20 Airways, Inc. (hereinafter referred to as the "Company") and the MECHANICAL AND
21 RELATED PERSONNEL in the service of US Airways, Inc., as represented by the
22 INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
23 WORKERS (hereinafter referred to as the "IAM").
24

25 WHEREAS, the National Mediation Board has determined that the
26 Maintenance Planners and Maintenance Technical Documentation Specialists are to be
27 included in the Mechanical and Related craft or class and represented by the International
28 Association of Machinists and Aerospace Workers for the purposes of collective
29 bargaining under the Railway Labor Act;
30

31 IT IS HEREBY AGREED AS FOLLOWS:

32
33 2 Definitions. For purposes of this Agreement, the following
34 definitions shall apply.

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35 a "Maintenance Planners" shall mean any employee
36 performing Maintenance Planning work in Aircraft Planning, Material Planning or
37 Material Control immediately prior to the Effective Date and represented by the IAM
38 pursuant to the National Mediation Board's Accretion Ruling.
39

Deleted: a

40 b. "Technical Documentation Specialists" shall mean any
41 employee performing Technical Documentation work immediately prior to the Effective
42 Date and represented by the IAM pursuant to the National Mediation Board's Accretion
43 Ruling.
44

45 c. "US Airways Mechanical or Related Personnel" shall mean
46 any employee represented by the IAM within the craft or class of mechanics and related
47 employees employed by US Airways, Inc., immediately prior to the Effective Date.

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1
2 | 10. Effective Date. The Effective Date shall be the day following the
3 date the Company is notified by the Union that this Transition and Accretion Agreement
4 has been accepted. Except that, pay and related changes will become effective July 15,
5 2002.

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6
7 | 11. Seniority Lists. The Company and the IAM shall agree to
8 Maintenance Planner and Technical Documentation Classification Seniority Lists. The
9 IAM shall then provide to the Company an integrated system seniority list showing all
10 Mechanical and Related Personnel currently on the system seniority list for US Airways,
11 Inc., plus all Maintenance Planners/Technical Documentation Specialists. The Integrated
12 Classification Seniority List, once approved, shall become effective on the Effective
13 Date.

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14
15 Maintenance Planner/Technical Documentation Specialist employees occupying a
16 covered position on the effective date of this agreement will each receive a time under the
17 agreement seniority date to include any previous time held in any of the other four (4)
18 basic classifications under the Mechanical and Related Agreement (Quality Assurance,
19 Mechanic, Stock Clerk and Utility).

20
21 Maintenance Planning employees occupying an Aircraft Maintenance Planning, Material
22 Planning or Material Control position on the effective date of this agreement will receive
23 a Maintenance Planner Classification Seniority date equal to their Company Date of Hire.

24
25 Technical Documentation Specialist employees occupying a Technical Documentation
26 position on the effective date of this agreement will receive a Technical Documentation
27 Specialist Classification Seniority date equal to their Company Date of Hire. Technical
28 Documentation Specialist employees will be credited with all time spent in any Aircraft
29 Maintenance Planning, Material Planning or Material Control prior to the Effective Date
30 of this agreement as Maintenance Planner Classification Seniority, and will begin
31 accruing seniority in the Maintenance Planning Classification on the Effective Date of
32 this agreement.

33
34 There will be no premium seniority for Senior positions.

35
36 | 12. Application of US Airways-IAM Agreement. On the Effective
37 Date, except as expressly provided in this Transition and Accretion Agreement, the
38 current (October 1995) agreement (CBA) between US Airways and IAM shall be applied
39 in all respects to all Mechanical and Related Personnel on the Integrated Seniority List.

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40
41 Article 2 - Applicable provisions will apply with the following additions:

42
43 Add to paragraph (A) in Article 2:

44
45 Maintenance Planner, Technical Documentation Specialists and Senior Maintenance
46 Planners, Senior Technical Documentation Specialists.

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Add to paragraph (E) in Article 2:

Supervisory personnel may perform covered work when required to meet the needs of service when employees covered by this accretion agreement are not immediately available to perform such duties.

Article 4 applicable provisions will apply with the following additions:

Add the following paragraphs to Article 4:

(R) Aircraft Maintenance Planners

The work of an Aircraft Maintenance Planner may consist of:

- 1. Workflow and workload analysis; scheduling of aircraft, engine or shop maintenance
- 2. Coordination, scheduling and assignment of maintenance work releases
- 3. Analysis and scheduling of new and deferred maintenance requirements
- 4. Coordination of activities as required to support the execution of maintenance events and airworthiness directive compliance
- 5. Assisting and training new planners and continued On-the-Job Training as necessary
- 6. Participation in the Departmental Selection Process (if selected)
- 7. Other work within the department as directed

(S) Material Planner

The work of a Material Planner may consist of:

- 1. I.P.C research and new part number setups
- 2. Maintaining expendable, repairable and rotatable inventories
- 3. Maintaining inventory investment within operating goals
- 4. Managing scrap units
- 5. Provisioning and managing material requirements for Aircraft and Component modification programs
- 7. Assisting and training new planners and continued On- the-Job Training as necessary
- 8. Participation in the Departmental Selection Process (if selected)
- 9. Other work within the department as directed

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(T) Material Controller

The work of a Material Controller may consist of:

1. Controlling and tracking rotatable, repairable and/or AOG material movement
2. Maintaining records on commitments, allocations and tracking of line station replenishment of rotatable components and the shipment of line maintenance materials
3. Maintaining paperwork and control records of borrowed and/or loaned and/or robbed parts and/or equipment
4. Providing material support for all daily base and line maintenance operations
5. Assisting and training new controllers and continued On- the-Job Training as necessary
6. Contacting vendors and purchasing parts after normal business hours and on weekends
7. Participation in the Departmental Selection Process (if selected)
8. Other work within the department as directed

(U) Technical Documentation Specialists

The work of a Technical Documentation Specialists may consist of:

1. Developing aircraft maintenance/inspection programs in accordance with FAA Airworthiness Directives, approved operations specifications, manufacturers' requirements, and Maintenance Review Board and US Airways PAB instructions
2. Preparing and maintaining current and comprehensive indexes of maintenance/inspection programs
3. Revising maintenance programs manuals and job procedure cards to comply with documents and revision request policies set forth in the MPP
4. Assisting and training new specialists and continued On- the-Job Training as necessary
5. Participation in the Departmental Selection Process (if selected)
6. Other work within the department as directed

(V) Senior Aircraft Maintenance Planner, Senior Material Controller, Senior Material Planner or Senior Technical Documentation Specialist

The work of a "Senior" shall be the same as that of the basic classification and may include but is not limited to the following:

5. Support, coordination, assigning and prioritizing the work of other Maintenance Planners or Technical Documentation Specialists

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6. Training of other Maintenance Planners or Technical Documentation Specialists on current departmental policies, procedures, operating systems, regulatory requirements and providing assistance and guidance as needed

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3. Providing input to employees and/or input (verbal and/or written) to management related to their performance

4. Participation in the Departmental Selection Process (if selected)

5. Any administrative duties as assigned

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Article 5 - Provisions will not apply. Hours of Service provisions for Planner/Technical Documentation Specialist will be as follows:

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(M) A standard work day for Maintenance Planner/Technical Documentation Specialists will be eight and-one-half (8 1/2) consecutive hours of service per day, inclusive of breaks and inclusive of a a 30 minute unpaid lunch period. However, the normal completion of the Maintenance Planner/Technical Documentation Specialist's duties may include additional time of up to thirty (30) minutes without additional compensation.

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(N) Maintenance Planner/Technical Documentation Specialists workweek will consist of five (5) work days and two (2) consecutive days off within a workweek. For the purposes of this agreement a workweek will begin at 00:01 Monday and end at 24:00 Sunday. Days off and shifts may be changed by the Company provided at least five (5) days notice is provided.

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(O) The Company may establish Relief and Rotating schedules. Adjustments to relief and rotating schedules will be per paragraph B above.

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(P) At a minimum, an annual bid for shifts and days off by bid area will be accomplished prior to the annual vacation selection.

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(Q) Maintenance Planner/Technical Documentation Specialists schedules and/or shift start times are established by the Company based on the needs of service.

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(R) Work assignments within a bid area may be established by the Company based on the needs of service.

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(S) Qualified employees may be cross-utilized between bid areas listed in paragraph K in the Article 9 section of this letter and subject to the provisions of Article 9 paragraph R of the CBA.

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(T) Any employee reporting to work when there is temporarily no work due to an Act of God or circumstances over which the Company has no control, shall receive a minimum of four (4) hours pay at the regular hourly rates, unless notified that there will

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1 be no work at the close of the last shift he worked, or sixteen (16) hours before the start
2 of his regular work shift, whichever period is shorter.

3
4 Article 6 - Applicable provisions apply with the following additions/deletions:

5
6 Add to paragraph (A).

7
8 There is no minimum of one (1) hour overtime in Maintenance Planner/Technical
9 Documentation Specialists.

10
11 Add to paragraph (C).

12
13 Current management Holiday provisions will remain in effect for Planner/Technical
14 Documentation Specialist for the remainder of 2002. Effective January 1, 2003 the
15 provisions described in Paragraph C of the CBA will apply.

16
17 Paragraphs (E), (F) and (H) will not apply.

18
19 (R) Maintenance Planner/Technical Documentation Specialists may occasionally
20 be required to work mandatory overtime as a result of personnel shortage, workload or
21 other extenuating circumstances. In cases where mandatory overtime is necessary, the
22 employee in the bid area with the least classification seniority whose shift begins or ends
23 closest to the overtime need may be required to work the overtime. No employee will be
24 required to work mandatory overtime in excess of sixteen (16) hours in a twenty four (24)
25 hour period nor will any employee who has worked sixteen (16) or more consecutive
26 hours in a twenty four (24) hour period be required to work any additional mandatory
27 overtime. Employees may be excused from mandatory overtime for verifiable;
28 unavoidable child care problems, medical restrictions or FMLA which would preclude
29 the employee's assignment of mandatory overtime.

30
31 (S) Maintenance Planner/Technical Documentation Specialists shall be entitled to work
32 overtime as approved when in conjunction with work assignments made by management.
33 Overtime will be paid for all hours worked exclusive of any shift turnover time.

34
35 Overtime shall be distributed as equally as possible among qualified employees in each
36 bid area. Overtime distribution charts will be used to ensure overtime is distributed as
37 equally as possible. The calling and recording of overtime may be assigned to a covered
38 employee.

39
40 (V) Maintenance Planner/Technical Documentation Specialists may accrue compensatory
41 time in lieu of overtime. Compensatory time is accrued at the applicable overtime rate.
42 Requests for accrued compensatory time off will be approved based on the needs of
43 service and may be taken in a minimum of four (4) hour increments. The maximum
44 number of compensatory hours to be accrued will be two hundred forty (240) including
45 those accrued in lieu of Holiday pay. Thereafter, no further accrual will be allowed and
46 the employee will be paid at the applicable rate of pay until the employee's accrued
47 compensatory time drops below the cap of two hundred forty (240) hours.

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Article 7 - Applicable provisions apply with the following additions/deletions:

Paragraphs (A) through (D) will not apply.

Add the following paragraphs:

(O) Maintenance Planner/Technical Documentation Specialists required to travel away from the geographic location of their station are compensated for travel time by the most direct route as follows: All traveling on a workday shall be paid at straight time rates, all traveling on a regular day off will be paid at the time and one half (1 ½) rate. Travel time will begin thirty (30) minutes prior to the scheduled flight departure and will include all flight and connecting time and all time spent waiting after the completion of their work assignment, excluding overnights. An additional thirty (30) minutes of travel pay is due after the arrival at their destination only when overnighting immediately after their arrival.

Planner/Technical Documentation Specialist will have their itinerary and work schedule, including known overtime, approved by their supervisor or management representative directing the travel before the commencement of the travel.

Article 8 - Applicable provisions shall apply with the following additions:

Add Maintenance Planners, Maintenance Technical Documentation Specialists and Senior Maintenance Planners and Senior Maintenance Technical Documentation Specialists to paragraph (A).

Add additional paragraphs to paragraph (B):

Maintenance Planning/Technical Documentation Specialist Classification seniority shall be recognized in bidding for shifts and days off, in all layoffs, displacements and recalls involving Maintenance Planners/Technical Documentation Specialists.

Employees exercising their seniority into another bid area as a result of a reduction in force will be required to serve a ninety (90) work day trial period, excluding all classroom and/or OJT training. Employees will be given a minimum of thirty (30) workdays to prove they can perform the work to the satisfaction of the Company. Employees failing to perform the work to the satisfaction of the company will be placed on furlough.

Add (Excluding classroom and OJT training) after “ninety (90) work days” on line 34, page 28.

Add to paragraph (G);

Senior Technical Documentation Specialist.....Technical Documentation Specialist

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1 Technical Documentation Specialist.....Technical Documentation Specialist
 2 Maintenance Planner*
 3
 4 Senior Maintenance Planner..... Maintenance Planner
 5
 6 Maintenance Planner.....Maintenance Planner
 7 Lead Stock Clerk*
 8 Stock Clerk*
 9 Lead Utility*
 10 Utility*
 11

12 Paragraph I page 33, lines 1 through 5 and will not apply and the following will apply:
 13

14 Maintenance Planners and Technical Documentation Specialists may temporarily
 15 upgrade to Management positions for a maximum of ninety (90) work days in any
 16 calendar year and the Company may adjust their shift to other than their assigned shift.
 17 Management positions as referred to in this paragraph are understood to be first line
 18 supervision only.
 19

20 Article 9 - Applicable provisions shall apply with the following additions/deletions:
 21

22 Add to paragraph A: Aircraft Maintenance Planner, Material Planner, Material Controller
 23 and Technical Documentation bid areas will be permitted to realign and re-deploy within
 24 and/or between bid areas under the following provisions:
 25

26 When the Company determines, based on the needs of service, that a reduction of
 27 employees in a bid area at the location is needed and there is an equal or greater number
 28 of positions required in another bid area in that location, the Company may reallocate the
 29 manpower utilizing a local realignment. In the event of a local realignment, volunteers in
 30 the bid area with the overage will be moved in seniority order to the open positions. In
 31 the event there are insufficient volunteers, junior employees in the bid area with the
 32 overage will be moved.
 33

34 When a change in the allocation of staffing is required between bid areas and there is a
 35 reduction in headcount, the junior employees in the classification and location will be
 36 abolished. Other employees in bid areas where there exists an overage (who are not
 37 junior) will be allowed to bid in seniority order the vacancies created by the abolishment.
 38

39 Paragraphs (B), (D), (E), (F), (G), (I), (L) and (J) lines 15 through 22 of Article 9 will not
 40 apply when awarding Aircraft Maintenance Planner, Material Planner, Material
 41 Controller and Technical Documentation positions. Additionally, the words “and shop
 42 planners” will be struck from lines 40 and 41 on page 46 and the following sentence will
 43 be added to paragraph (S): Vacancies in the Maintenance Planning and Technical
 44 Documentation areas will be filled through the Department Selection Process (Appendix
 45 B).
 46

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1 Paragraph (H) page 37, lines 32 through 44 and the sentence beginning on line 3 and
2 ending on line 5 on page 38 does not apply and the following will apply:

3
4 Employees selected for consideration for Maintenance Planning or Technical
5 Documentation Specialist positions will be selected based on their past work record,
6 attitude and job performance, and ability to pass a written and/or oral exam (Department
7 Selection Process, Appendix B); in addition to their ability to meet the minimum
8 qualifications and/or preferred qualifications.

9
10 Employees selected will be required to serve a ninety (90) work day probationary period,
11 excluding all classroom and/or OJT training and will be subject to an eighteen month
12 stability period. Employees promoted will be given a minimum of thirty (30) workdays to
13 prove they can perform the work to the satisfaction of the Company.

14
15 Add to paragraph (K):

16
17 Maintenance Planner - Aircraft High School Diploma or equivalent and one (1)
18 Component/Power Plant Shop of the following; Certificate of completion of
19 Shop/Component Material accredited aircraft maintenance school, possess
20 Base/Base Support Shop a two (2) year college degree in a aircraft
21 Base Material maintenance field, 1 year experience in material
22 Line Maintenance Planning management or 2 years experience in an aircraft
23 Line Maintenance Planning Support maintenance and/or flight operations/logistics field.

24
25 Maintenance Planner - Material Controller

26 Maintenance Planner - Material Planner

27
28 Technical Documentation High School Diploma or equivalent,
29 demonstrated
30 Specialist: writing skills and knowledge of Federal
31 Aviation Regulations and procedures and
32 one (1) of
33 the following; a valid A and P license or 2
34 years experience in aircraft mechanical
35 maintenance,.

36
37 Senior Maintenance Planner: 2 years experience as a Company Maintenance
38 (including EO/CD and AD positions)Planner

39
40 Senior Maintenance 2 years experience as a Company Material
41 Planner -Material Controller: Controller

42
43 Senior Maintenance
44 Planner - Material Planner: 2 years experience as a Company Material
45 Planner

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Senior Technical Documentation Specialist: 2 years experience as a Company Technical Documentation Specialist.

Article 10 – Applicable provisions will apply.

Article 11 - Applicable provisions shall apply with the following additions/deletions:

Paragraphs C items 2, 3 and H (Lines 23-32) shall not apply.

Add to paragraph (C);

13. In Maintenance Planning, Material Planning, Material Control and Technical Documentation, sufficient vacation slots will be made available for Aircraft Maintenance Planners, Material Planners, Material Controllers and Technical Documentation Specialists to take accrued vacation based on the needs of service. Vacation weeks that become available after the vacation bidding process has been completed may be requested and awarded based on seniority.

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14. Subject to the requirements of the Company, employees covered by this agreement will select their vacation in accordance with Classification seniority. Every effort will be made to allow all vacations during desirable months. Vacation may be taken one (1) week at a time.

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Article 12 – Applicable provisions will apply with the following additions/deletions:

Paragraphs (I), (J), (K) and (H) lines 45 and 46 on page 55 will not apply.

Article 13 – Applicable provisions will apply.

Article 14 – Applicable provisions will apply.

Article 15 – Applicable provisions will apply.

Article 16 – Applicable provisions will apply.

Article 17 - Applicable provisions shall apply with the following additions:

Paragraph J will be amended by adding the following sentence to the end of the first paragraph:

The forgoing shall in no way preclude the Company from selecting Aircraft Maintenance Planners, Material Planner, Material Controllers and Technical Documentation Specialists for training based on the individual’s needs for additional training as determined by the Company.

Deleted: ¶ Add to paragraph (B):¶ Maintenance Planner/Technical Documentation Specialists injured in the service of the Company will supplement their statutory benefits with sick leave once their Occupational Injury Bank Leave is depleted for injuries sustained during the first thirty (30) months following the effective date of this transition agreement. ¶ Once thirty (30) months have passed following the effective date of this transition agreement, Planner/Technical Documentation Specialists will supplement their statutory benefits with OJI leave only. ¶

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1 Article 18 - Applicable provisions shall apply except for differences which are outlined in
2 Appendix A. Additionally, the transition to weekly pay will be accomplished within
3 ninety (90) days of the effective date of this agreement.

4
5 Article 19 – Applicable provisions will apply.

6
7 Article 20 – Applicable provisions will apply.

8
9 Article 21 - On the first day of the first pay period following effective date of this
10 agreement, Aircraft Maintenance Planner, Material Planner, Material Controller and
11 Technical Documentation Specialist employees shall freeze all benefits in their Defined
12 Contribution Retirement Program and will begin accruing credited service under the
13 provisions of Article 21. Employees will not receive any credit for past service not under
14 the Mechanical and Related Agreement.

15
16 Add Aircraft Maintenance Planner, Material Planner, Material Controller and
17 Technical Documentation Specialist titles to the Mechanics Column on the Schedule of
18 Benefits Tables on pages 83 and 84 of the CBA.

19
20 Article 22 – Applicable provisions will apply.

21
22 Article 23 – Applicable provisions will apply.

23
24 |
25 | ▼-----
26 | ▼-----
27 |
28 IN WITNESS WHEREOF, the parties have signed this Agreement this 22nd day
29 of May, 2002.

30
31 International Association
32 of Machinist and
33 Aerospace Workers

US AIRWAYS Inc.

34
35 _____
36 /s/David Snyder
37 Assistant General
38 Chairman District 141M

/s/E. Allen Hemenway
Director
Labor Relations – Ground

39
40 Witnesses:

Witnesses:

41
42 _____
43 /s/Steve Ebert
44 Assistant General
45 Chairman District 141M

/s/Mark Miner
Negotiating Committee

Deleted: Letters of Agreement will be modified as follows:
¶
Pay Parity Letter on page 126 through 131 of the CBA: Add Maintenance Planners and Technical Documentation Specialists to paragraph (B) 4. (b) October 11, 2002 and paragraph (B) 4. (a) October 11, 2003 and thereafter.

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1 /s/Linda Lantzy
2 Negotiating Committee

/s/Martin Jacobs
Negotiating Committee

3
4
5
6 /s/Tim Daudet
7 Negotiating Committee

/s/James Mitterer
Negotiating Committee

8
9
10
11 /s/Bill Dugan
12 Negotiating Committee

/s/Gene Yost
Negotiating Committee

13
14
15
16 /s/Dean Morgan
17 Negotiating Committee

/s/Dave Cunnigham
Negotiating Committee

/s/Juan M. Guichon
Negotiating Committee

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APPENDIX A:

All Aircraft Maintenance Planners, Material Planners, Material Controllers and Technical Documentation Specialists Employees will transition to the pay step closest to but not less than their current rate off pay on July 15, 2002. Where an employee's transition to the new scale would result in an increase of more than 10%, such employees will be limited to a maximum increase of 10% each 6 months.

The Company will establish a pay seniority date for each existing employee. This date will be constructed by using July 15 as the Month and Day and the year which would correspond with their placement on the new scale. This constructed date will become their Pay Seniority Date.

If an employee's present rate of pay is higher than the Top of Scale, they will be "Red Circled" until the Top of the pay scale exceeds their rate of pay.

License, Pay are not applicable to Maintenance Planners and/or Technical Documentation Specialists .

Pay step progression will occur on the first Monday of the first pay period following the employee's pay seniority date.

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Schedule A – Rates of Pay
Schedule A – Rates of Pay¶
Maintenance Planners/Material

Planners/ Technical Documentation¶
Material

Controllers Specialists¶

¶

Years of Years of¶

Completed Hourly Co

mpleted Hourly¶

Service Rate Servic

e Rate¶

¶

<#>\$ 15.46 0 \$ 17.33¶

<#>\$ 16.66 1 \$ 18.67¶

<#>\$ 17.95 2 \$ 20.11¶

<#>\$ 19.34 3 \$ 21.67¶

<#>\$ 20.84 4 \$ 23.35¶

<#>\$ 22.45 5 \$ 25.15¶

<#>\$ 24.19 6 \$ 27.10¶

7 \$ 26.06 7 \$

29.20¶

or more or more¶

¶

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1 | **Appendix B:**

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2
3 | **BID AREA VACANCY**

4
5 | **A. BID AREA IMPROVEMENT**

6
7 Employees in bid areas with multiple shifts (i.e. daylight and afternoon) and/or
8 days off may file a transfer request to improve their shift and/or days off within a bid area
9 and location. Improvement awards will be made to the senior employee with an
10 improvement bid on file at the time of the award. Following bid area improvement any
11 vacancy (which the Company decides to fill) will be filled as follows:

12
13 | **B. INTRA-DEPARTMENT TRANSFERS (Excludes Senior Positions)**

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14
15 Following Bid Area Improvement (where applicable), employees in
16 departments with multiple bid areas may file a transfer request for any initial vacancy
17 only in their department. Any vacancy (which the Company decides to fill) will be
18 awarded to the senior employee in the department and classification that has a transfer
19 request on file at the time of the award, provided the employee meets the minimum
20 qualifications, is not in a stability or probation period and has satisfactory
21 attendance/performance. An employee awarded a vacancy through the Intra-Department
22 Transfer will be subject to an eighteen (18) month stability period.

23
24 | **C. DEPARTMENTAL SELECTION PROCESS**

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25
26 Following any Bid Area Improvement and/or Intra-Department Transfer as
27 described in paragraphs A and B above, any vacancy, Senior vacancy or Technical
28 Documentation Specialist vacancy (which the Company decides to fill) will be filled
29 using the Departmental Selection Process as described below.

30
31 | 3. The Company will establish an interview panel consisting of Maintenance
32 Planner/Material/Technical Documentation management and an equal number of
33 trained Maintenance Planners, Material Planner, Material Controller or Technical
34 Documentation Specialist employees or Seniors as applicable. The panel members
35 will attempt to reach a consensus on each candidate's score for each rated area. If
36 consensus can not be reached, the panel members' scores will be averaged to
37 determine the candidate's score. Where there is significant disparity between the
38 panel members scores, Human resources will resolve through another interview.

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39
40 | 2. The company will establish and list preferred qualifications when the
41 vacancy is posted.

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1 3. Where there are more than ten qualified bidders meeting the minimum and two (2) of
2 the preferred qualifications, the Company may limit the interviews as follows:

- 3
- 4 e. Maintenance Planner/Technical Documentation Classification Seniority,
- 5 f. Time under the Agreement Seniority,
- 6 g. Company Seniority,
- 7 h. New employees.

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8
9 Where fewer than ten (10) bidders meet the minimum and two (2) preferred
10 qualifications, the Company may consider additional candidates in order to establish a
11 candidate pool for consideration as follows:

- 12
- 13 k. Maintenance Planner/Technical Documentation employees that meet the
- 14 minimums and one (1) preferred qualifications.
- 15 l. Other Mechanical and Related employees that meet the minimums and one (1)
- 16 preferred qualifications.
- 17 m. Maintenance Planner/Technical Documentation Specialist employees that meet
- 18 the minimum qualifications.
- 19 n. New employees that meet the minimum qualifications and one (1) preferred
- 20 qualifications.
- 21 o. Other Mechanical and Related employees that meet the minimum qualifications
- 22 along with new employees that meet the minimum qualifications.

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23
24 Example: Two (2) Maintenance Planner/Technical Documentation
25 Specialists meeting the minimum and preferred qualifications, one (1) Mechanical
26 and Related employee meeting the minimum and preferred qualifications, two (2)
27 Maintenance Planner/Technical Documentation Specialists meeting the minimum
28 qualifications and twenty (20) Mechanical and Related employees meeting the
29 minimum qualifications apply for a Maintenance Planner/Technical Documentation
30 Specialist Vacancy. Only the five (5) senior Mechanical and Related employees that
31 meet the minimum qualifications will be considered for the Department Selection
32 Process. Seniority will be determined per B item 3 above.

- 33
- 34 5. The candidate with the highest score will be awarded the vacancy. If two (2) or more
- 35 candidates have the same score, the senior candidate will be awarded the position.
- 36
- 37 5. Candidate scores will remain on file for twelve (12) months following the completion
- 38 of their interview. This score may be used should they apply for other Maintenance
- 39 Planner/Technical Documentation Specialist vacancies within this twelve (12) month
- 40 period.
- 41

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1 Letter of Agreement – Maintenance Planner/Technical Documentation Specialist
2 Vacation Transition
3

4
5 May 22, 2002
6

7
8
9
10 Mr. David Snyder
11 Assistant General Chairman
12 District 141M – IAMAW
13

14 Dear Mr. Snyder:

15
16 The following will confirm our agreement reached during negotiations for the accretion
17 of Maintenance Planner/Technical Documentation Specialist clarifying how vacation will
18 be transitioned.

19
20 Maintenance Planner/Technical Documentation Specialist will continue using the
21 “current year” accrual method for the remainder of the year 2002.

22
23 Additionally, the Company agrees that Maintenance Planner/Technical Documentation
24 Specialist will be entitled to the vacation accruals described in Article 11, paragraphs A
25 and B of the Mechanical and Related Agreement for use in the year 2003.

26
27 Sincerely,

28
29
30
31
32 _____
33 /s/E. Allen Hemenway
34 Director, Labor Relations - Ground

35 Agree and concur:

36
37
38 _____
39 /s/David Snyder
40 District 141M

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1 Letter of Agreement – Maintenance Planner/Technical Documentation Specialist Pay
2 Scale Changes/Seniority

3
4 May 22, 2002

5
6 Mr. David Snyder
7 Assistant General Chairman
8 District 141M – IAMAW
9

10 Dear Mr. Snyder:

11
12 The following will confirm our agreement reached during negotiations describing how
13 employees transferring into or out of the Maintenance Planner/Technical Documentation
14 Specialist Classifications are placed on the applicable pay scale.

15
16 Employees upgrading to a higher classification will be placed on the new scale consistent
17 with the Letter of Agreement on page 159 of the CBA.

18
19 Employees bumping to a lower classification will be placed on the pay step consistent
20 with their pay seniority held in that classification.

21
22 For clarification purposes the following will apply when determining higher and lower
23 classifications:

24
25 Mechanic and Higher
26 Senior Technical Documentation Specialist
27 Technical Documentation Specialist
28 Senior Maintenance Planner
29 Maintenance Planner
30 Lead Stock Clerk
31 Stock Clerk
32 Lead Utility
33 Utility

34 Sincerely,

35
36
37
38 _____
39 /s/E. Allen Hemenway
40 Director, Labor Relations – Ground

41 Agree and concur:

42 _____
43 /s/David Snyder
44 District 141M

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1 Letter of Agreement – Maintenance Planner/Technical Documentation Specialist
2 Scheduling Changes
3

4
5
6
7
8
9

May 22, 2002

10 Mr. David Snyder
11 Assistant General Chairman
12 District 141M – IAMAW
13

14 Dear Mr. Snyder:

15
16 The following will confirm our agreement reached during negotiations concerning
17 scheduling changes to accommodate the provisions contained in the Transition
18 Agreement.
19

20 The Company will make every effort to produce work schedules that are in compliance
21 with this Transition Agreement within ninety (90) days of the effective date of the
22 Transition Agreement. Once produced, Maintenance Planner and Technical
23 Documentation employees will be allowed to choose shifts and days off within their bid
24 area based on their classification seniority.
25

26
27
28
29

Sincerely,

30
31
32
33
34

/s/E. Allen Hemenway
Director, Labor Relations - Ground

35 Agree and concur:

36
37
38

/s/David Snyder
District 141M

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1 Letter of Agreement – Senior Maintenance Planner/Technical Documentation Specialist
2 Initial Selection
3

4
5 May 22, 2002
6

7
8
9
10 Mr. David Snyder
11 Assistant General Chairman
12 District 141M – IAMAW
13

14 Dear Mr. Snyder:

15
16 The following will confirm our agreement reached during negotiations concerning the
17 initial establishment of the newly defined Senior positions.

18
19 Within ninety (90) days of the Effective Date of the Transition Agreement, the Company
20 agrees initially to award these positions through the Department Selection Process to
21 Maintenance Planner/Technical Documentation Specialists (that held a “Senior Title”
22 immediately prior to the Effective Date of this agreement) from bid areas where the new
23 Senior positions will exist.

24
25 After the initial vacancies are filled, all future vacancies will be filled through the normal
26 Department Selection Process.

27
28
29 Sincerely,

30
31
32
33
34 _____
35 /s/E. Allen Hemenway
36 Director, Labor Relations - Ground

37 Agree and concur:
38
39
40 _____
41 /s/David Snyder
42 District 141M

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1 Letter of Agreement – Maintenance Planner/Technical Documentation Carry Over
2 Vacation
3

4
5 May 22, 2002
6
7
8
9

10 Mr. David Snyder
11 Assistant General Chairman
12 District 141M – IAMAW
13

14 Dear Mr. Snyder:

15
16 The following will confirm our agreement reached during discussions describing the
17 options employees have for unused and/or carryover vacation at the end of the year 2002.
18

19 Prior to January 31, 2003, employees with existing Unused and/or Carryover
20 (including Reserve) Vacation Bank balances from 2002 and before must choose one of
21 the following options:
22

- 23 | (1) be paid for such balance at the employee's rate of pay on their last active day
24 | with the Company prior to retirement or termination; or
25
26 | (2) convert the unused and/or carryover vacation to an equal amount of sick
27 | time.
28

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29 The above conversion will be accomplished on a one time basis and once the selection is
30 made, changes after selection will not be permitted.
31

32 Sincerely,

33
34
35 _____
36 /s/E. Allen Hemenway
37 Director, Labor Relations - Ground
38

39 Agree and concur:

40
41 _____
42 /s/David Snyder
43 District 141M
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Attachment F

Shop and Other Areas

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BOS	485	PLANT MAINTENANCE
CLT	434	SEAT SHOP
CLT	437C	FACILITY CLEANING/SUPPORT
CLT	437	LAVATORY SHOP
CLT	438	SLIDE SHOP
CLT	462	OXYGEN SHOP
CLT	467	ACCESSORY SHOP
CLT	468C	MACHINE/SUPPORT SHOP
CLT	470	AVIONICS
CLT	472	ELECTRIC
CLT	474	WHEEL/BRAKE
CLT	477	SHOPS/PLANT MTC
CLT	478	CALIBRATION LAB
CLT	479	GROUND COMMUNICATION
CLT	482	COMPOSITE/FLIGHT SURFACE
INT	468	MACHINE SHOP
INT	469	PLATING SHOP
INT	477	SHOPS CLEANING
INT	483	LNDG GEAR/FLAP COMPONENT
INT	485O	PLT MTC/OPERATOR
INT	485	PLANT MAINTENANCE
PIT	426	TOOL ROOM
PIT	432U	HGR 5 SHOPS UTILITY
PIT	434	SEAT SHOP
PIT	437	LAVATORY SHOP
PIT	457F	457 FACILITY/UTILITY
PIT	458	APU SHOP
PIT	471	INSTRUMENT
PIT	472	ELECTRIC SHOP
PIT	473	FLUID SHOP
PIT	475	COMPOSITE SHOP
PIT	477S	SSB FACILITY/UTILITY
ALL		FUEL TANK ENTRY CREW

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1 **Attachment G**

2
3 **Voluntary Separation in Lieu of Furlough**

4
5 In any location, classification and bid area where any employee will be involuntarily
6 reduced from the location, classification and bid area, another more senior employee who
7 would have otherwise been unaffected by the reduction, may volunteer for separation.
8 Separation benefits will include the identical benefits as found Article 20, except that
9 such employee will be separated from the Company and will have no further rights under
10 the agreement. Employees who have less than fifteen (15) years of service will receive
11 online pass travel for three (3) years and employees who have completed fifteen (15)
12 years of service will receive lifetime online pass travel.

13
14 The methodology for implementing this reduction process would be as follows:

15
16 **Who Action**

17 Company Determines there will be a reduction in force in a location,
18 classification and bid area.

19
20 Maintenance Issues the abolishment paperwork to bring the department to the
21 new required number.

22 **Administration**

23
24 Supervisor Receives abolishment paperwork and delivers the abolishment
25 notices to the affected employees. This starts the 10-day notice for
26 the abolished employees. Abolished employees are bound by the
27 contractual guideline of returning their signed letter and exercising
28 form within 3 days.

29
30 Supervisor Posts redeployment notification, by classification and shift in the
31 bid area being reduced. Senior employees who are not abolished
32 choose a position or volunteer for the VS program.

33
34 Example: Twelve (12) Plant Maintenance positions being reduced to nine
35 (9). Three (3) junior employees are issued abolishments. Bid
36 posted for nine (9) positions.

37
38 **Current:** **New:**

<u>Shift 1</u>	<u>4 mechanics</u>	<u>Shift 1</u>	<u>3 mechanics</u>
<u>Shift 2</u>	<u>4 mechanics</u>	<u>Shift 2</u>	<u>3 mechanics</u>
<u>Shift 3</u>	<u>4 mechanics</u>	<u>Shift 3</u>	<u>3 mechanics</u>

42
43 **The company posts a bid for nine (9) positions with shift and days off, plus the**
44 **availability of three (3) Voluntary Separations (VS).**

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Shift 1	Shift 2	Shift 3	VS
1.	1.	1.	1.
2.	2.	2.	2.
3.	3.	3.	3.

Position selection begins with the most senior employee signing up for his preference, choosing either a shift or electing to Voluntary Separate (maximum of three in this example). This continues until the nine (9) available positions have been bid. For each senior employee who elects to VS, an abolishment notice to the most senior abolished employee is rescinded. If no senior employee signs up for the VS, then the abolished employees are processed per the normal procedure for reductions in force. If three (3) senior employees sign up for the VS, then the three (3) abolished employees are absorbed back into the department and the process is complete. A junior employee issued an abolishment notice is not eligible for VS.

An employee awarded a VS during this process will be separated from the Company.

NOTES:

- The VS selection process will not extend the time frame for exercising employees. The clock starts when the employee receives their abolishment/bump notice. There is a 10-day window to work through the VS selection process. The timeframe will not be extended due to employees on any leave, paid or unpaid, such as vacation, sick leave, off sick, occupational injury, etc. An employee who does not bid for the VS program during the established timeframe will be ineligible for the VS program.

Example: Maint Admin notified of reduction of force	8/1 Monday
Abolishment notice faxed to station	8/1 Monday
Notice given to employee	8/2 Tuesday
3 Working days to return (+2 days)	8/7 Sunday
Maint Admin processes exercise form	8/8 Monday
Maint Admin assigns move / furlough date	8/8 Monday
Employee receives letter stating last day	8/9 Tuesday
Move / furlough date on or about	8/15 Monday

VS selection process must be complete and Maintenance Admin must be notified of any VS awards, no later than 8/10. This provides time to rescind notices, create new notices and give enough time to allow each employee affected, to be contacted.

- An employee selecting VS waives their 10 days notice to coincide with the 10-day notice of the employee initially abolished. In the example above, an employee awarded VS would get their notice on 8/11 stating that their last day is 8/15.
- Any reduction in headcount due to retirement, resignation or termination that occurs in the affected department during the abolishment process, will reduce the

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1 slots available for VS (same as the procedures followed when an employee has
2 received a report date or furlough date).

3
4 4. Only employees within the location, classification and bid area where an
5 employee was actually abolished / bumped / furloughed, can apply for the VS
6 option. Examples:

- 7 A. CLT department 485 reduced from twelve (12) mechanics to nine (9)
8 mechanics. Three (3) CLT 485 mechanics are eligible for VS.
9 1) If three (3) senior mechanics sign up for VS, the process is complete.
10 B. If no one in CLT department 485 signs up for VS and the abolished
11 employees then exercise as follows: two (2) employees exercise into CLT
12 491 and one (1) exercises into CLT department 431, then:
13 1) Two (2) senior mechanics in CLT 491 are eligible for VS providing
14 two (2) abolishment notices are issued to the two (2) junior employees,
15 and
16 2) One (1) mechanic in CLT 431 is eligible for VS providing one (1)
17 abolishment notice is issued to the most junior employee.
18 C. If no senior employee signs up for VS in CLT 485 and the three (3)
19 employees are the most junior in the station, they are furloughed. No
20 mechanics in other departments would be eligible for VS.

21
22 5. All VS selections will be awarded in seniority order, by basic seniority.

23 6. An employee may submit a Shift / Days off preference sheet for VS. An
24 employee awarded VS based on his preference sheet will be separated from the
25 Company.

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Holiday Overtime Matrix [65]
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Accruals on Leave Matrix								
Matrix subject to change based on corporate policy, labor agreement, or statute changes								
	OJI	Medical	Personal	Educational	military	retirement	resignation/ termination	
Vacation	Accrue if in active. Status >10 days	Retain (employee option) no accrual	Pay all accrued no accrual	pay all accrued no accrual	pay all accrued no accrual	pay all accrued	Pay all accrued in Lump Sum	Pay a is excl
Sick time	Accrue if in active Status >10 days	no accrual (Must exhaust)	retain balance no accrual	retain balance no accrual	retain balance no accrual	lose balance remaining	lose balance remaining	reta
Seniority	retain and accrue for 3 yrs then deemed to have resigned	retain and accrue for 3 yrs then deemed to have resigned	retain and accrue for 3 yrs then deemed to have resigned	accrue 90 day then retain	retain and accrue	lose balance remaining	lose balance remaining	accr reta
Life insurance	Keep for 120 days then emp. pays	31 days then emp. Pays	31 days then emp. pays	31 days then emp. pays	31 days then emp. pays	Lose (employee may Pay)	Can convert with in 30 days	ret:
Medical/ dental insurance	Keep for 120 days then emp. pays	Keep for 120 days then emp. Pays	Not maintained, can seek coverage at cost	Not maintained, can seek coverage at cost	1st 30 days employee pay portion of costs then at emp cost	Age 55 with 10 or more years service employee contribution per Art 21	Employee loses	ret: (emp)
Travel Benefits	Unlimited for Medical treatment 1 pass w/130 days To a max of 3 yrs.	Unlimited for Medical treatment 1 pass w/130 days	Medical treatments only with supervisor approval	Medical treatments only with supervisor approval	On line passes only	Online and others per travel manual	resign 1 pass for all eligible with in 30 days. Termination none	Unli fam excl
Leave extension	To a max of 3 yrs.	May be granted with medical reports to a max of 3 yrs.	may extend 90 days if requested on official form and approved					
Return to Work	Full duty or Light Duty with medical OK	Required statement of Full duty from Doctor		Advise Company 10 days prior per ART. 10	Advise Company in advance			If refu that oth
Pay step increases	no. Status	no	no	no	no	NA	NA	

Deleted: for one year max
Deleted: comp

Deleted: for one year max
Deleted: comp.

Deleted: 1 year then employee pay full cost

Deleted: Keep
Deleted: N/A

Deleted: Yes, if in Comp
Field Code Changed
Field Code Changed

Swap Overtime Matrix

**Shift Swaps, Overtime and Overlap Issues
(excludes all unpaid meal periods)**

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Exception	
Regular Shift	700-1500	700-1500	700-1500	700-1500	700-1500	RDO	RDO		
Example #1	700-1500	700-1500	700-1500	700-1500	700-1500 Swap off Swap on 1500-2300 OT 2300-700	RDO	RDO		
Example #2	700-1500	700-1500	700-1500	700-1500	Swap off	Swap on 700-1500 OT 1500-2300	RDO		
Example #3	700-1500	700-1500	700-1500	700-1500	700-1500 Swap off Swap on 1500-2300 OT 2300-300	RDO	RDO		
Example #4	700-1500	700-1500	700-1500	700-1500	Swap off	Swap on 700-1500 OT 1500-1900	RDO		
Example #5	700-1500	Swap off	700-1500	700-1500	700-1500 and OT 2300-700	RDO	RDO		
Example #6	700-1500	700-1500	700-1500	700-1500	700-1500	Swap on 700-1500 OT 1500-2300	Swap on 700-1500 OT 15 2300		
Example #7	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 1400-2200	RDO	RDO		
Example #8	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 1600-2400	RDO	RDO		
Example #9	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 1430-2230	RDO	RDO		
Example #10	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 1530-2330	RDO	RDO		
Example #11	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 1500-2300 Leave at 2230 no lunch	RDO	RDO	Not in the L related bi areas	
Example #12	700-1500	700-1500	700-1500	700-1500	700-1500 and OT 0300-0700 come in at 0330 no lunch	RDO	RDO	Not in the L related bi areas	
Example #13	700-1500	700-1500	700-1500	700-1500	700-1500 and Swap on 1400-2200	RDO	RDO		
Example #14	700-1500	700-1500	700-1500	700-1500	700-1500 and Swap on 1600-2400	RDO	RDO		
Example #15	700-1500	700-1500	700-1500	700-1500	700-1500 and Swap on 1430-2230	RDO	RDO		
Example #16	700-1500	700-1500	700-1500	700-1500	700-1500 and Swap on 1530-2330	RDO	RDO		

- Deleted: 4hrs
- Deleted: and 4hrs @ 2x
- Deleted: 2
- Deleted: 4hr
- Deleted: and 3 @ 2x
- Deleted: 4
- Deleted: and 5 @ 2x
- Deleted: 4hr
- Deleted: and 3.5 @ 2x
- Deleted: 4hr
- Deleted: and 4.5 @ 2x
- Deleted: 4hrs
- Deleted: and 4hrs @ 2x

Field Code Changed
Field Code Changed

1 - Part Time to Full time Ltr. 160
2 - While in Stability Period 9.H. 41
3 Bomb Scare Participation 22.E. 96
4 Breaks (Rest Periods) 5.B. 15
5 Bulletin Boards 17.E. 70
6 Bumping Provisions 8.G. 29
7 Bump after Recall Ltr. 159
8
9 **-C-**
10
11 Change of Work Schedule 5.G. 16
12 Classification Descriptions
13 - Lead Ground Communication
14 Technician 4.A. 10
15 - Ground Communication Technician 4.B. 10
16 - Lead Inspector 4.C. 10
17 - Inspector 4.D. 11
18 - Lead Mechanic 4.E. 11
19 - Mechanic 4.F. 12
20 - Lead Stock Clerk 4.G. 12
21 - Stock Clerk 4.H. 12
22 - Lead Utility 4.I. 13
23 - Utility 4.J. 13
24 Clean-up Period 5.B. 15
25 - Non-Three Shift Stations 5.D. 15
26 Cleaning, Uniform 17.D. 70
27 Close of Base Provisions 2.D. 7
28 Company Policy 17.I. 71
29 Company/Union Cooperation 1.A. 2
30 Compensation
31 - Field Service 7.A. 26
32 - Minimum Pay 7.B. 26
33 - Ground Equipment Shop Premium 12.J. 60
34 - Hourly Rate Chart- Schedule A 18. 77
35 - Jury Duty 17.G. 68
36 - Length of Service Adjustment 18. 74
37 - License Premium Pay 12.I. 59
38 | ~~- Pay Days 18.C. 72~~
39 | ~~- Shift Premium 12.H. 58~~
40 | ~~- Stores/Stock Room Premium 12.J. 60~~
41 - Temporary
42 - Assignment 7.F. 27
43 - Upgrade 9.J. 47
44 - Training 17.J. 71
45 - Truck Driving 4.L. 13
46 - Computer Programming Ltr. 109
47

Deleted: - Line Maintenance Premium .
..... 12.J. 60¶
Deleted: - Skill Premium
..... 12.K. 60¶

Field Code Changed
Field Code Changed

1 Confirmation of Illness12.G. 58
2 Contract
3 - Copy of 17.F. 70
4 - Duration 23. 97
5 Conduct Rules 2.C. 7
6 Co-op. Ltr. 140
7 Corporate Governance Ltr. 186
8 Cost, Uniform 17.D. 67
9 Coveralls.17.D. 67
10
11 **-D-**
12
13 Day-at-a-time Vacation 11.C. 53
14 Daylight Savings 5.L. 17
15 Days Off
16 - Annual Bid 5.B. 15
17 - Bidding of 8.B. 30
18 - Posting of 5.G. 16
19 - Sunday/Monday 5.B. 15
20 Death in Family 17.H. 71
21 Delinquent Membership 19.C.3. 76
22 Dental Plan
23 - Premium 22.A. 95
24
25 Designated Quality Control Ltr. 106
26 - Compensation Ltr. 106
27 - Designation Ltr. 106
28 - Utilization Ltr. 106
29 Discharge
30 - Accrued Vacation Pay 11.D. 54
31 - During Probationary Period 8.C. 30
32 - Hearing 14.D. 64
33 - Nonpayment of Dues 19.C.3. 76
34 - Notification of 14.C. 64
35 - Reinstatement 14.E. 64
36 - Seniority Retention 8.J. 36
37 - Severance Allowance 20.D.1. 80
38
39 Discipline
40 - Letters 17.B. 70
41 - Notification of 14.C. 64
42 14.H. 64
43 Discrimination Clause 1.D. 5
44 1.F. 5
45 Doctor's Excuse 12.G. 58
46 | Driving Company Equipment 4.L. 13
47 DQC Ltr. 147

Attachment A 187

Deleted: Double Time
..... 6.B. 18¶
- Away from Base
. 7.B. 26¶
- On a Holiday
6.C. 18¶
- Work Over 12 Hours
... Ltr. 108¶

Field Code Changed

Field Code Changed

1 Dues, Union

2 - Check-Off 19.H. 85

3 - Delinquent19.C.3. 83

4 - During Furlough19.B.1. 82

5 - During Leave/Other Employment 8.H. 34

6 19.B.1. 82

7 19.B.2. 82

8 - Initiation Fee 19.I. 85

9 - Payroll Deduction 19.H. 85

10

11 **E-**

12

13 Educational Leave of Absence10.D. 50

14 Effective Date and Duration 23. 97

15 Eight Hours Work 5.A. 15

16 5.H. 16

17 Exercising Seniority (Bumping) 8.G. 31

18 Extension of Overtime Declined6.E.15. 20

19

20 **-F-**

21

22 Farm Out of People 9.M. 48

23 Field Service

24 - Advance 7.E. 26

25 - Assignment6.E.17. 22

26 - Expenses 7.E. 26

27 - Inspectors 6.E.18. 23

28 - On Duty Employee (Transportation)..... 6.E.19. 23

29 - Per Diem 7.E. 26

30 - Prep Time 7.H. 27

31 - Rate of Pay 7.A. 26

32 7.B. 26

33 7.C. 26

34 7.D. 26

35 Fifth Shift 5.F. 15

36 - Reduction in Force 5.F. 15

37

38 Filling Vacancies

39 - By Seniority 8.B. 30

40 - Line Mtc. Qualifications 4.F. 12

41 - Local Preference 9.A. 35

42 - Qualifications for 9.I. 41

43 - With New Employee 9.G. 41

44 First Shift Starting Times 5.C. 15

45 5.K. 16

46 Foreman Working 2.E. 7

47 Foul Weather Gear17.D. 70

Field Code Changed

Field Code Changed

1	Fourth Shift	5.F.	15	
2	- Reduction in Force	5.F.	15	
3	Fuel Tank Entry Crew	Ltr.	129	
4	Fuel Tank Entry Crew Qualifications.	Ltr.	166	
5	Fuel Tank Entry Crew	Ltr.	157	
6	Furlough			
7	- Consideration for Vacancies	8.H.		34
8	- Displacement	8.G.	31	
9	- Insurance Coverage	22.A.	95	
10	- Minimum Notice	8.F.	31	
11	- Recall by Seniority	8.B.	30	
12	- Recall Refusal	8.H.	34	
13	- Recall Station	8.H.	34	
14	- Seniority Accrual	8.H.	35	
15	- Severance Allowance	20.A.	87	
16		20.B.	87	
17	- Union Membership	19.B.1.	82	
18				
19	-G-			
20				
21	Gender - Employees	1.C.	5	
22	Geographical Relocation	8.D.	30	
23		9.T.	46	
24	Grievances			
25	- Company Representation	14.A.3.		62
26	- Definition of	14.B.1.	62	
27	- Discrimination	14.G.	64	
28	- First Step, Verbal	14.B.1.	63	
29	- First Step, Written	14.B.2.	63	
30	- Fourth Step	14.B.6.	63	
31	- Hearings/Investigation Meetings.	14.F.		64
32	- Investigation	14.A.5.	62	
33	- Reinstatement	14.E.	64	
34	- Second Step	14.B.3.	63	
35	- Special Hearing	14.D.	64	
36	- Third Step	14.B.4.	63	
37	- Union Representation	14.A.1.	62	
38		14.A.2.	62	
39	- Unsatisfactory Performance	14.H.		64
40	- Written Notice	14.C.	64	
41	Ground Communications Technician	4.B.	10	
42	- Qualifications	9.I.	42	
43	Ground Equipment	2.B.	6	
44	- Minor Maintenance Subcontract	2.D.		7
45	- Removal of A/C Maintenance	2.D.		7
46	Ground Equipment Premium	12. J.	60	
47	Group Accident Premium	22.A.	95	

Field Code Changed

Field Code Changed

1 Group Life Insurance Premium 22.A. 95

2

3 **-H-**

4

5 Hangar Availability 16.F. 69

6 Healthful Conditions 16.A. 68

7 16.B. 68

8 16.C. 69

9 Holidays 6.C. 18

10 - Comp. Days 6.D. 19

11 - During Vacation 11.E. 54

12 - Increase/Reduction of

13 Complement 6.C. 18

14 - List of 6.C. 18

15 - Rate of Pay 6.C. 18

16 6.D. 20

17

Matrix

247

18

19 **-I-**

20

21 Initiation Fee 19.I. 86

22 Inspector 4.D. 10

23 - Qualifications 9.L. 39

24 Insurance

25 - Accidental Death/

26 Disability (Bomb). 22.E. 96

27 - Dental 22.A. 95

28 - During Furlough 22.A. 95

29 - Field Trip 22.D. 95

30 - Flexible Spending Account Ltr. 117

31 - Life 22.A. 95

32 - Long Term Disability 22.F. 95

33 - Medical 22.A. 95

34 - Test Flight 22.C. 95

35 - Tool Box 22.D. 95

36

37 **-J-**

38

39 Jury Duty 17.G. 71

40

41 **-L-**

42

43 Layoff - See Furlough

44 Lead Ground Communication

45 Technician 4.A. 10

46 - Qualifications 9.I. 41

47 Lead Inspector 4.C. 10

Field Code Changed
Field Code Changed

1 - Qualifications 9.I. 42
2 Lead Mechanic4.E. 11
3 - Legal Assistance4.E. 11
4 - Qualifications 9.K. 39
5 Lead Stock Clerk4.G. 12
6 - Qualifications 9.I. 46
7 Lead Utility4.I. 13
8 Lead Ratio
9 - Field Trip 6.E.17. 23
10 - During Upgrade 9.O.1. 45
11 Leaves of Absence
12 - Application Procedure 10.A. 48
13 - Clarification Ltr. 115
14 - Educational 10.D. 50
15 - Employment During 10.F. 51
16 - Extension 10.B. 50
17 - Loss of Seniority 8.K.5. 34
18 - Medical 10.D. 50
19 - Military 10.G. 51
20 - Overtime Eligibility 6.E.5. 21
21 - Political 10.H. 51
22 - Promotional 8.H. 35
23 - Return from 10.E. 51
24 - Union Business 10.C. 50
25 Length of Service Adjustment 18. H. 80
26 Letters of Agreement Consolidation Ltr. 137
27 License Premium 12.I. 59
28 - Exceptions 12.I. 56
29 - New Hires Ltr. 125
30 - - Leads Ltr. 171
31 License Requirement Change 12.I. 59
32 Life Insurance 22.A. 95
33 - Field Trip 22.C. 95
34 Light Duty 8.I. 36
35 - New Hires Ltr. 121
36 Line Avionics Mechanic Utilization 4.F. 12
37 Line Premium 12.J. 60
38 Liquid Service Ltr. 100
39 Loading Bridge Inspections Ltr. 145
40 Lock Out 3.C. 8
41 Lockers 16.A. 68
42 Long Term Disability 22.F. 89
43 | Lower Classification Work 4.M. 14
44 LPP Ltr. 127
45 Lunch Period 5.A. 15
46 - Thirty (30) Minutes 5.C. 15
47 - Late Lunch Payment 5.I. 16

Deleted: Longevity
... 18. 74¶

Field Code Changed

Field Code Changed

1 - Clean-up Period 5.B. 15
2 - Pre/Post Shift 6.H. 24
3
4 **-M-**
5
6 Machine Shop Test Ltr. 161
7 Machinist Non-Partisan
8 Political League 19.L. 86
9 Meal Allowance 7.E. 26
10 7.F. 27
11 Mechanic 4.F. 11
12 - Qualifications 9.I. 44
13 Medical Exams. Ltr. 135
14 Medical Leave of Absence 10.D. 50
15 Metric Tools 17.K. 72
16 Mid Atlantic Ltr. 151
17 - Stability 4.F. 12
18 Military Service 10.G. 51
19 Minor Mechanical Difficulties Ltr. 100
20 MOC Letter of Agreement Ltr. 198
21 Moves Permitted 9.H. 41
22 - In Stability Period 9.H. 41
23 Moving Expenses 8.D. 30
24 - Planner Ltr. 180
25 Moving Time Limits - Bid Award 9.A. 37
26
27 **-N-**
28
29 New Equipment 17.C. 70
30 New Job Opening Notice 9.A. 37
31 Noise Abatement Ear Muffs 16.E. 66
32
33 **-O-**
34
35 Occasional Duties
36 Lower Classification 4.M. 14
37 Occupational Injury Leave
38 - Compensation 12.B. 57
39 - Employment During 10.F. 49
40 - Release of Liability 16.D. 69
41 - Return to Work 10.E. 51
42 Old/Injured Employees 8.I. 36
43 Oral Warning 14.H. 64
44 Overtime 6. 18
45 - Advance Notice 6.E.6. 22
46 6.I. 24
47 - Bypass 6.E.4. 21

Field Code Changed
Field Code Changed

1		6.E.7. 22		
2	- Calling Procedures	6.E.4. 21		
3	- Charge	6.E.5. 21		
4		6.E.13. 23		
5		6.E.14. 23		
6	- Computation			
7	- In Excess of 12 Hours	Ltr. 108		
8	- Minimum (1 Hour)	6.A. 18		
9	- On a Holiday	6.C. 18		
10	- Sixth Day	6.A. 18		
11		6.B.1. 18		
12	- Seventh Day	6.B.2. 18		
13	- Twenty-four Hour Clock	6.B.3. 18		
14	- Matrix	Matrix 249		
15	- Distribution	6.E. 20		
16	- Disqualification			
17	- Authorized Absence	6.E.5. 21		
18	- Sixteen Hours	6.E.16. 23		
19	- Supervisor	6.E.3. 21		
20	- Eight Hour Minimum	6.G. 24		
21	- Eight Hour Rest Period	5.J. 16		
22	- Extension Refusal	6.E.15. 23		
23	- Field Trips	6.E.13. 23		
24		6.E.17. 23		
25	- Four Hour Minimum	6.G. 24		
26		6.I. 24		
27	- Inspectors for Field Service	6.E.18. 23		
28	- Mandatory	6.F. 24		
29			Ltr. 149	
30	- Minimum Notice	6.E.6. 22		
31		6.I. 24		
32	- Notification	6.E.4. 21		
33	- Shop Off Duty	6.E.9. 22		
34	- Shop On Duty	6.E.2. 21		
35	- Part Time	Ltr. 154		
36	- Post/Pre-shift Meal Period	6.H. 24		
37	- Probationary (New) Employee	6.E.11.	22	
38	- Procedures	6.E. 20		
39	- Recall	6.I. 24		
40	- Respective Crew/Department	6.E.8.	22	
41	- Rules Revision	6.E. 20		
42	- Three Hour Rule	6.E.7. 22		
43	- Transportation for Field Service	6.E.19. 23		
44	- Twenty-Four Hour Rule	6.B. 18		
45				
46	-P-			
47				

Deleted: - Double Time
 6.B. 18¶

Field Code Changed
Field Code Changed

1	Paid Rest	6.J.	24		
2	- Overtime Rate	5.J.	16		
3	Parking Charge	17.L.	72		
4	Part-time Utility			Ltr.	120
5	Pay Days	18.C.	76		
6	Pay Progression	Ltr.	167		
7	Pension Accrual on Leave	Ltr.	141		
8	Permanent Transfers	9.M.	48		
9	Picket Lines	3.C.	8		
10	Plant Maintenance	Ltr.	131		
11	- TPA	Ltr.	146		
12	Plating Shop	Ltr.	102		
13	Planner Letter of Agreement	Ltr.	226		
14	Political Leave	10.H.	51		
15	Post/Preshift Meal Period	6.H.	24		
16	Probationary Period				
17	- Overtime Eligibility	6.E.11.	22		
18	- Promoted Employees/New Bid	9.G.	41		
19	- New Employees	8.C.	30		
20	Productive Work During Training	17.J.	72		
21	Profit Sharing	18.J.	81		
22	Promotion				
23	- Higher Classification	8.H.	35		
24	- Probationary Period	9.F.	40		
25	- Change in Pay scale	Ltr.	118		
26	- Outside Agreement	8.H.	35		
27	- Seniority Retention	8.H.	35		
28	Protective Apparel	16.C.	69		
29	Purpose of Agreement	1.A.	5		
30					
31	-Q-				
32					
33	Qualifications	9.U.	41		
34	Quality Control Checks	Ltr.	106		
35	QAC Letter of Agreement	Ltr.	208		
36					
37					
38	-R-				
39					
40	Rainsuits (Parka)	16.F.	69		
41	Real Estate Provisions	Ltr.	181		
42	Realignment of Station	9.C.	38		
43	Recall of Furloughed Employees				
44	- By Seniority	8.B.	30		
45	- Consideration for Vacancies ..	8.H.	34		
46	- Recall Station	8.H.	34		
47	- Refusal	8.H.	34		

Field Code Changed
Field Code Changed

1	Recall Overtime	6.I.	24
2	Receipt and Dispatch	4.N.	14
3	Reduction in Force - See Furlough		
4	Relief Lead		
5	- Definition	12.H.	58
6	- Premium	12.H.	58
7	Relocation (Shop/Department)	9.U.	47
8	Remote Area Work	7.J.	28
9	Rest Period (Breaks)	5.B.	15
10	Rest Period (Paid Rest)	6.J.	24
11	- Overtime Rate	5.J.	16
12	Restricted Stock	18.I.	80
13	Retirement Plan	21.	89
14	- Age	21.B.	89
15	- Benefit Schedule	21.F.	90
16	- Disability Retirement	21.D.	89
17	- Early Retirement	21.C.	89
18	- Eighty-five Point Plan	21.E.	89
19	- Eligibility	21.A.	89
20	- Life Insurance	21.J.	92
21	- Medical Insurance	21.H.	92
22	Attachment B		190
23	- Options	21.K.	93
24	- Spouse Benefit	21.I.	92
25	- From Leave	Ltr.	143
26	- 1995-1999	Ltr.	124
27	Return from Leave	10.E.	51
28	Rotating/Relief Premium	12.H.	58
29			
30	-S-		
31			
32	Safe Conditions	16.A.	68
33	Safety		
34	- Committee	16.B.	68
35	- Devices	16.C.	69
36	- Glasses	16.E.	69
37	- Investigations	16.B.	68
38	Savings Clause	1.E.	5
39	Savings Plan	Ltr.	112
40	Schedule A Rate of Pay	18.	72
41	Schedule Change	5.G.	16
42	Scope Rule Exceptions	2.B.	6
43		Ltr.	99/100
44		Ltr.	128
45	Second Shift Starting Time	5.D.	15
46	Second Step Grievance	14.B.3.	63
47			

Field Code Changed

Field Code Changed

1 Seniority

2 - Accrual 8.A. 29

3 9.L. 48

4

5 - On Layoff 8.H. 35

6 - List 8.E. 30

7 - Loss of 8.J. 36

8 8.H. 34

9 8.H. 35

10 - Proper Order 8.E. 30

11 - Protest 8.E. 30

12 - Tie Breaker Ltr. 164

13 Service Records 17.B. 70

14 Severance

15 - Computation 20.C. 87

16 - Disallowance 20.D. 87

17 - Entitlement 20.A. 87

18 - Return Credit 20.F. 88

19 - Service Requirements 20.B. 87

20 Shift Duration Minimum 5.H. 16

21 Shift Premium 12.H. 58

22 - Extra Shifts 5.F. 15

23 - Line Stations 5.K. 16

24 Shift Starting Times

25 - Four/Five Shifts 5.F. 15

26 - One Shift 5.C. 15

27 - Posting of 5.G. 16

28 - Three Shifts 5.E. 15

29 - Two Shifts 5.D. 15

30 Shift Swaps 17.M. 72

31 - Probationary Ltr. 168

32 - Limited duty Ltr. 173

33 Sick Leave

34 - Accrual 12.A. 57

35 - Charges 12.D. 57

36 - Compensation 12.C. 57

37 - OJI Supplement 12.B. 57

38 - Pay Days 12.C. 57

39 - Recorded on Pay Stubs 12.D. 58

40 - Reporting Off 12.F. 58

41 - Trading Option 12.A. 57

42 Sickness Plan Premiums 22.A. 88

43 SIDA Badge Ltr. 176

44 Slowdowns 3.C. 8

45 Smoking on Job 5.B. 15

46 Social Security 12.B. 57

47 Special Hearing 14.D. 64

Field Code Changed

Field Code Changed

1 Split Vacation 11.C.5. 52

2 Stability - Airbus..... Ltr. 142

3 Stability – Airbus A330..... Ltr. 172

4 Stability Training17.J. 71

5 Stability Premium Bids.....9.A. 37

6 Stability Mid Atlantic..... 4.F. 12

7 Staffing - RON Ltr. 138

8 - IAD..... Ltr. 144

9 Standard Work Day 5.A. 15

10 - 10 Hour work day..... Ltr. 116

11 Standard Work Week 5.A. 15

12 Station Realignment 9.C. 38

13 Stock Clerk4.H. 12

14 - Qualifications 9.I. 47

15 Stock Clerk/Driver Ltr. 104

16 Strikes 3.C. 8

17 Successor Clause 3.B. 8

18 Sunday/Monday Off 5.B. 15

19 Supervisor Leading & Directing 9.J. 47

20 Supervisor Vacancies 9.N. 48

21 Supervisor - Productive Work 2.E. 6

22 System Board

23 - Appeal to 14.B.6. 63

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25 15.F. 66

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(F) The Company agrees to maintain a minimum fleet size of 279 aircraft (inclusive of maintenance spares), excluding Mid Atlantic regional jet (RJ) aircraft. This provision may not apply in the event of a strike or picketing on Company premises, an Act of God, a national war emergency, an act of terrorism, a revocation of the carrier's operating certificate(s), or the grounding of the carrier's aircraft by Governmental order.

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(A) Lead Ground Communications Technician

The work of a Lead Ground Communications Technician shall be the same as that of a Ground Communications Technician. In addition, he may be the employee who assigns and directs the work of Ground Communications Technicians. The Lead Ground Communications Technician may be assigned any or all ancillary duties associated with Ground Communications Technician work. The Lead Ground Communications Technician will be selected in accordance with the seniority provisions of the Agreement, from employees holding Ground Communications Technician seniority; thereafter, Mechanic seniority shall govern. Lead Ground Communications Technicians must be capable of performing Lead Ground Communications Technician work in a satisfactory manner and must hold valid certificates as required.

(B) Ground Communications Technician

A Ground Communications Technician shall be an employee whose assignment is the installation, modification and maintenance of Company ground radio communications transmitters and receivers, navigation aids, and associated local and remote control equipment. Where deemed practicable by the Company, he may be assigned to repair and maintain related electronic apparatus associated with the operation of a ground station.

A Ground Communications Technician from time to time may be required to travel to the extent necessary to complete his work.

(C) Lead Inspector

The work of a Lead Inspector shall be the same as that of an Inspector. And, in addition, he shall be the employee who assigns, directs and approves the work of

Inspectors. Lead Inspectors will be selected in accordance with the seniority provisions of this Agreement, from employees holding Inspector seniority. Thereafter, Mechanic seniority shall govern. Lead Inspectors must be capable of performing Lead inspection in a satisfactory manner and must hold valid certificates as required by Federal law, to fulfill their duties.

A Lead Inspector shall be maintained on duty when three (3) or more Inspectors are on duty on a shift or shop. In no case will a Lead Inspector's group consist of more than twelve (12) Inspectors. It is further understood that a Lead Inspector will not be required where there are three (3) Inspectors on duty for one (1) shift during a week as a result of days off rotation. The Company may, when there is no Lead Inspector or Inspector work available, assign Lead Inspectors to instruction or other work not covered by this Agreement. It is understood and agreed that the formulation and distribution of work cards by Planners to Inspectors will not be considered a violation of this paragraph, provided such work is confined to the Maintenance Check and Aircraft Base Maintenance.

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A lead assigned in the Jet Shop Repair Area may be required to assign work to different classifications within his cell area (i.e. machinist, welders, plasma mechanics and mechanics) provided that the normal Lead to mechanic ratio in a classification is maintained. Additional assignments made within a cell area will not be considered a violation of the agreement.

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When the Employee's Birthday falls on any of the aforementioned holidays, the day following such holiday shall be the Employee's Birthday. When an Employee's Birthday falls on February 29th, March 1st shall be observed as the holiday (except leap year). An employee, at his option, may move his Birthday holiday to another day, other than another holiday, not more than thirty (30) calendar days prior to or following his actual birthday. If the employee is moving the Birthday holiday to a date after his birthday, notification must be made to management at least ten (10) calendar days prior to the actual birthday. If the employee is moving the Birthday holiday to a day prior to the actual birthday, the employee must notify management at least ten (10) calendar days prior to the day to which it is being moved. Approval for moving a Birthday holiday will be based on the needs of the service. An employee exercising this option will be given the day off and not be eligible for any overtime, including Birthday holiday recall, until the employee returns to work on his next regularly scheduled shift. Once the employee has made his option and it has been approved by management, it will not be changed by either the employee or management.

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(B) In the case of occupational sickness or injury, the employee will be paid the difference between the Company paid insurance and/or compensation payments (i.e., Workmen's Compensation and/or Federal Social Security benefits) and that amount the employee would have received at his regular rate to the extent his occupational sickness or injury (OJI) leave balance would entitle him. Once an employee exhausts any pre-existing OJI leave balance, they may elect to be paid the difference between the

Company paid insurance and/or compensation payments (i.e., Workmen's Compensation and/or Federal Social Security benefits) and that amount the employee would have received at his regular rate to the extent his sick leave balance would entitle him. Employees desiring to supplement their statutory benefits with sick leave must inform the Company within five (5) business days of the commencement of their leave. Once an employee chooses to use sick leave to supplement their statutory benefits, they will continue until their sick leave is exhausted or they have returned to work. For the purposes of determining an employee's regular rate under this paragraph, the employee shall receive their shift differential, if any, for a maximum period of one year. Such credit will be restored to the nearest one-tenth (1/10) of an hour.

Existing occupational illness or injury balances will be frozen and employees will cease accruing occupational illness or injury leave effective February 1, 2003.

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 shall be paid beginning with and including the first (1st) day of any illness provided they have sick leave remaining in the bank.

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 . Employees shall continue to accrue sick leave for a maximum of one year while on OJI and receiving OJI Supplement from the Company

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Employees who complete at least four hours of a scheduled shift and clock out sick will not be charged with more than three and a half hours of accrued sick leave if they have not taken their lunch period.

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 Employees working the afternoon or night shift shall be paid shift premium for all hours worked as follows:

<u>Starting Times</u>	<u>Shift Premium</u>
Afternoon - 0900 through 1959	\$.51
Night - 2000 through 0559	\$.58
Rotating/Relief	\$.61

An employee whose assignment is rotating to cover for shift relief or days off will be paid a premium for all hours worked during the week.

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Maintenance personnel who are required to hold a Repairman's Certificate -- considered as one (1) license;

Valid FCC General Radio Telephone Operator's license -- considered as one (1) license; except that those employees being paid for a FCC Radio Telephone License First Class on October 31, 1981 shall continue to receive credit for two (2) licenses.

Effective September 1, 1982, new employees hired into the Machine shop, Weld shop, Ground Equipment shop, or Plant Maintenance bid areas who have any of the licenses listed above shall not receive license premiums while working in those areas. Employees hired after the effective date of the agreement will be eligible to receive license pay for licenses as described in the Letter of Agreement on page 125.

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(J) Employees in the classification of Mechanic or higher assigned to Line Maintenance shall be paid ten cents (\$.10) per hour as a Line Maintenance differential. In addition, Lead Utilitymen and Utilitymen assigned to Line Maintenance shall receive ten cents (\$.10) per hour as a Line Maintenance differential. Employees assigned to the Ground Equipment shop bid area shall receive ten cents (\$.10) per hour differential. Employees assigned to Line station Stores and PIT Line Stock Room shall receive ten cents (\$.10) per hour differential.

These provisions will apply to employees transferred under Article 9, paragraph (T), with an eight (8) hour minimum application.

(K) A high skill premium of one dollar (\$1.00) per hour will be paid to the Lead Ground Communications Technician, Ground Communications Technician, Lead Inspector, Inspector, Lead Mechanic, Mechanic, Maintenance Control Technician classifications.

Est. Maximum pay including License, Skill, Longevity and Line pay	31.49	29.62	29.62	30.13	30.90	31.43	32.72	34.10
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Schedule A1 cont.

Lead Mechanic	27.44	25.57	25.57	26.08	26.60	27.13	27.67	29.05
Est. Maximum pay including License, Skill, Longevity and Line pay	31.49	29.62	29.62	30.13	30.90	31.43	32.72	34.10

Mechanic								
1st Year	17.18	16.01	16.01	16.33	16.66	16.99	17.33	18.20
2nd Year	18.36	17.11	17.11	17.45	17.80	18.16	18.52	19.45
3d Year	19.56	18.23	18.23	18.59	18.96	19.34	19.73	20.72
Next 18 Months	20.78	19.37	19.37	19.76	20.16	20.56	20.97	22.02
Next 6 Months	22.91	21.35	21.35	21.78	22.22	22.66	23.11	24.27
After 5 Years	26.03	24.26	24.26	24.75	25.25	25.76	26.28	27.59
Est. Maximum pay including License, Skill, Longevity and Line pay	30.08	28.31	28.31	28.80	29.55	30.06	31.33	32.64

Note: None of the rates above include any shift differentials .

NOTE: All employees in the Lead Ground Communications Technician, Ground Communications Technician, Lead Inspector, Inspector, Lead Mechanic, Mechanic,

Maintenance Control Technician classifications receive \$1.00 per hour high skill pay. License premium will be paid to employees in the mechanic classification or higher in accordance with Article 12, paragraph (I) and in accordance with the letter of agreement on page 125 for mechanics hired after October 11, 1999.

The high skill pay, license premiums, shift differential, longevity, and line premiums, are not included in the above base rates.

All employees shall receive, as a length of service adjustment, after the first (1st) year of employment under this Agreement, an additional one cent (\$.01) per hour each year to a maximum of fifteen (\$.15).

Schedule A 2

Hourly Base Rates for Mechanical and Related

	Pre-Concessions	July 1 2002	July 1 2003	July 1 2004	July 1 2005	July 1 2006	July 1 2007	July 1 2008
Pay Increase or Decrease		-6.8%	0.0%	2.0%	2.0%	2.0%	2.0%	5.0%
Lead Stock Clerk	21.85	20.36	20.36	20.77	21.19	21.61	22.04	23.14
Stock Clerk								
1st Year	10.14	10.14	10.14	10.14	10.14	10.14	10.23	10.74
2nd Year	11.09	11.09	11.09	11.09	11.09	11.09	11.20	11.76
3d Year	12.04	12.04	12.04	12.04	12.04	12.04	12.14	12.75
Next 18 Months	13.70	13.70	13.70	13.70	13.70	13.70	13.83	14.52
Next 6 Months	16.56	15.43	15.43	15.74	16.05	16.37	16.70	17.54
After 5 Years	20.56	19.16	19.16	19.54	19.93	20.33	20.74	21.78
Lead Utility	19.31	18.00	18.00	18.36	18.73	19.10	19.48	20.45
	Pre-Concessions	July 1 2002	July 1 2003	July 1 2004	July 1 2005	July 1 2006	July 1 2007	July 1 2008
Pay Increase or Decrease		-6.8%	0.0%	2.0%	2.0%	2.0%	2.0%	5.0%
Tech Doc								
1st Year	17.33	16.15	16.15	16.47	16.80	17.14	17.48	18.35
2nd Year	18.67	17.40	17.40	17.75	18.11	18.47	18.84	19.78
3d Year	20.11	18.74	18.74	19.11	19.49	19.88	20.28	21.29
4th Year	21.67	20.20	20.20	20.60	21.01	21.43	21.86	22.95
5th Year	23.35	21.76	21.76	22.20	22.64	23.09	23.55	24.73
6th Year	25.15	23.44	23.44	23.91	24.39	24.88	25.38	26.65
7th Year	27.10	25.26	25.26	25.77	26.29	26.82	27.36	28.73
After 7 Years	29.20	27.21	27.21	27.75	28.31	28.88	29.46	30.93
Senior Planner								
1st Year	16.87	15.72	15.72	16.03	16.35	16.68	17.01	17.86

2nd Year	18.07	16.84	16.84	17.18	17.52	17.87	18.23	19.14
3d Year	19.36	18.04	18.04	18.40	18.77	19.15	19.53	20.51
4th Year	20.75	19.34	19.34	19.73	20.12	20.52	20.93	21.98
5th Year	22.25	20.74	20.74	21.15	21.57	22.00	22.44	23.56
6th Year	23.86	22.24	22.24	22.68	23.13	23.59	24.06	25.26
7th Year	25.60	23.86	23.86	24.34	24.83	25.33	25.84	27.13
After 7 Years	27.47	25.60	25.60	26.11	26.63	27.16	27.70	29.09

Planner

1st Year	15.46	14.42	14.42	14.70	14.99	15.29	15.60	16.38
2nd Year	16.66	15.53	15.53	15.84	16.16	16.48	16.81	17.65
3d Year	17.95	16.73	16.73	17.06	17.40	17.75	18.11	19.02
4th Year	19.34	18.02	18.02	18.38	18.75	19.13	19.51	20.49
5th Year	20.84	19.42	19.42	19.81	20.21	20.61	21.02	22.07
6th Year	22.45	20.92	20.92	21.34	21.77	22.21	22.65	23.78
7th Year	24.19	22.55	22.55	23.00	23.46	23.93	24.41	25.63
After 7 Years	26.06	24.29	24.29	24.78	25.28	25.79	26.31	27.63

Note: None of the rates above include any Longevity, Line Pay or shift differentials if eligible.

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Defined Contribution Retirement Program after they have completed the service necessary for eligibility and participation as defined in the plan documents and summarized below. The program will consist of the base account and the company match account. These benefits will be in addition to any previously accrued and vested benefits under the Retirement Plan for Mechanic and Related personnel of US Airways, Inc.

Effective January 1, 2005, the Company will contribute to the

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The program will consist of the base account and the company match account.

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base account three (3) percent of the employee's

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pay (base pay, premium pay and overtime pay).

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account at a rate of 50% of the employee's

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401(k) contribution up to a maximum of 2% (e.g. the employee contributes 4% to the 401(k) account; the company contributes 2% to the company match account). This account is only established if the employee participates in the 401(k) account.

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In order to be eligible in the Defined Contribution Retirement Program, the employee must be 18 years of age or older with at least 90 days of continuous service.		
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In order to be eligible in the Defined Contribution Retirement Program, the employee must be 18 years of age or older with at least 90 days of continuous service. This includes part-time and full-time employees. Participation in the		
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base account is automatic. Participation in the		
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Company match account requires employee enrollment.		
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A definitive Retirement Plan for Mechanic and Related personnel as amended effective March 1, 1984, will include the following provisions:

(A) Eligibility

Total of service minus eligibility of twenty-one (21) years of age shall be considered participation in the Plan. The Company will provide for automatic enrollment into said Plan.

(B) Retirement Age

Normal Retirement Date:

First (1st) day of month following sixty-fifth (65th) birthday.

(C) Early Retirement

Age fifty (50) actuarially reduced three decimal three percent (3.3%) per year for each year preceding age fifty-five (55). No actuarial reduction in the Schedule of Benefits for those employees who retire on or after age sixty-two (62). Once the benefit level is established, it will not be reduced, except under an option elected voluntarily by the member.

(D) Disability Retirement

A participant who is totally and permanently disabled as determined by the Social Security Administration, and who has completed at least ten (10) years of continuous service, may retire on a disability retirement date, which may be the first (1st) day of month following the date his total and permanent disability is

established and prior to his sixty-fifth (65th) birthday. Income for service to his disability retirement date, actuarially reduced by three percent (3%) for each year or fraction thereof preceding the participant's fifty-fifth (55th) birthday.

(E) 85 Point Plan

This option provides that a plan participant may retire at a full benefit level from the below schedules whenever the addition of his age and years of credited service in the plan equal eighty-five (85). Full benefit means that the plan participant will be eligible for the benefit amount provided to employees between the ages of sixty-two (62) and sixty-five (65). The plan participants may also elect the ten/fifteen (10/15) year life annuity or adjustment for federal old age benefit if qualified for a full benefit under the eighty-five (85) point plan.

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(F) Schedule of Benefits

Dollar Multipliers for Pension (Defined Benefit) Plan

Effective Date of Agreement				

12 Months Following Effective Date of Agreement

	Age	Mechanics	Stock Clerks	Utility
	65	\$67.34	\$55.83	\$48.21
	64	67.34	55.83	48.21
	63	67.34	55.83	48.21
	62	67.34	55.83	48.21
	61	65.32	54.15	46.76
	60	63.30	52.48	45.32
	59	61.28	50.80	43.87
	58	59.26	49.13	42.43
	57	57.24	47.45	40.98
	56	55.22	45.78	39.53
	55	53.20	44.10	38.09

24 Months Following Effective Date of Agreement

	Age	Mechanics	Stock Clerks	Utility
	65	\$68.67	\$56.93	\$49.16
	64	68.67	56.93	49.16
	63	68.67	56.93	49.16
	62	68.67	56.93	49.16
	61	66.61	55.22	47.69
	60	64.55	53.52	46.21
	59	62.49	51.81	44.74
	58	60.43	50.10	43.26
	57	58.37	48.39	41.79
	56	56.31	46.68	40.31

	55	54.25	44.98	38.84
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36 Months Following Effective Date of Agreement				
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	Age	Mechanics	Stock Clerks	Utility
	65	\$70.00	\$58.03	\$50.12
	64	70.00	58.03	50.12
	63	70.00	58.03	50.12
	62	70.00	58.03	50.12
	61	67.90	56.29	48.61
	60	65.80	54.55	47.11
	59	63.70	52.81	45.61
	58	61.60	51.07	44.10
	57	59.50	49.33	42.60
	56	57.40	47.59	41.09
	55	55.30	45.85	39.59

The benefit set forth in the above schedule is the amount times years of Credit Service payable for life. An employee who retires prior to age sixty-five (65) must have ten (10) years continuous service.

Any employee retiring during the term of this Agreement will receive the monthly benefit increases as scheduled above.

It is understood that the Union will not negotiate for an increase in the monthly benefit amount to be effective prior to the last scheduled increase.

Continuous Service means a participant's years of Continuous Service with the Company and shall be equal to the period from his date of hire to the date his retirement benefits commence or to the date of his termination of employment, whichever is earlier, excluding, however, any periods during which the participant failed to accrue seniority in accordance with the terms of the applicable Collective Bargaining Agreement between the Company and the Union. Such Continuous Service need not be immediately prior to retirement. An employee on furlough effective 10/01/02 will cease accruing Continuous and/or Credit Service for pension accrual and vesting purposes once his severance allowance has been exhausted. Employees returning from furlough within five (5) years will maintain any credited service accrued prior to the commencement of the furlough.

Amounts indicated in the above schedule are before adjustment for any applicable retirement options.

Computation of benefits are based on Credit Service computed to the nearest tenth of a year for service times the factor from the schedule based on full years of age.

(G) Vesting

Employees shall be vested for retirement purposes only as follows:

<u>Years of Continuous Service</u>	<u>Percent Vesting</u>
0 - 4 years	0%
5 years	100%

Page 85: [46] Deleted ron harbinson 4/12/2005 6:21 PM
, i.e., draws benefits,

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under the Retirement Plan

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Once the retiree and/or eligible spouse reaches age sixty-five (65) they will be entitled to post-65 supplemental benefits subject to the appropriate contribution requirement as described in Attachment A.

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(I) Pre-Retirement Spouse Benefit

An employee who is eligible for early retirement will automatically be covered by a pre-retirement spouse's benefit option which will provide a fifty percent (50%) adjusted regular early retirement benefit payable to his spouse of at least one (1) year in the event of his death within ten (10) years prior to his normal retirement age. The adjustment to the regular early retirement benefit will be the actuarial adjustment for a fifty percent (50%) contingent annuitant option in favor of the spouse. Any reduction in benefits for the period before November 1, 1978, as a result of the employee having elected this option under the Plan in effect prior to this Agreement will continue to be applicable.

Page 85: [48] Deleted ron harbinson 9/7/2005 7:25 AM

J

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The Company will provide a seven thousand dollar (\$7,000) lump sum payment to the employee's beneficiary at employee's death at age sixty (60), age fifty-five (55) for disability retirees. Employees who retire prior to the above listed ages will receive the benefit upon reaching the respective ages noted. This provision is not applicable to anyone that retires after January 1, 2003.

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(K) Options

The Plan shall provide the following options which must be elected by the participants at least thirty (30) days prior to his early or normal retirement date.

1. Contingent Annuitant Option

This option provides for an actuarially reduced retirement income to the participant and for the continuance of such income payments in full, two-thirds (2/3), or one-half (1/2) of such reduced amount to a Contingent Annuitant (designated by the participant), if living after the participant's death. A Contingent Annuitant form of payment (with a fifty percent [50%] continuation to the spouse), the same in effect as the retirement option mentioned above, will become the normal form of payment after January 1, 1976, for married employees unless the employee elects one of the following retirement options:

Participant's Life Only form elected anytime before retirement, or

The ten (10) year Certain Option or Contingent Annuitant.

2. Ten (10) Years Certain Life Annuity

This option provides for an actuarially reduced retirement income payable to the participant during his lifetime, subject, however, to a guarantee that no less than one hundred twenty (120) monthly payments will be made to either the participant or the participant's named beneficiary.

3. Fifteen (15) Years Certain Life Annuity

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ron harbinson

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When ground equipment fueling is not subcontracted, it will not be deemed a violation of the Agreement for US Airways employees to fuel the equipment he is operating, provided there is no escalation of this practice as presently exists.

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ron harbinson

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D) It is understood and agreed that the Company intends to work toward having at least one of its own mechanics based at each station on the system where there is an overnight airplane, and in consideration of this, the Union agrees that where there is one (1) mechanic based at a station his duties may include general assignments in addition to those outlined in Article 4, paragraph (F) of this Agreement.

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ron harbinson

8/30/2005 7:11 AM

Re: Plating Shop

**LETTER OF AGREEMENT
between
US Airways, Inc.
and the
IAMAW**

The Winston-Salem plating shop will begin operation approximately September 1, 1991. The Company and the Union recognize the specialized training, personnel qualifications, safety issues, and environmental considerations, which will be faced prior to and upon the opening of this shop.

Since the current Labor Agreement between US Airways, Inc. and the IAMAW does not contain specific qualifications for personnel assigned or bidding to a plating shop, this Letter of Agreement shall apply.

It is agreed that bids for vacancies and bumps as a "qualified" Mechanic in the plating shop will be awarded to employees with knowledge of hard chrome, cadmium, silver, and nickel salvage plating processes, in addition to one (1) year of experience in industrial plating. However, vacancies and/or bumps will be awarded to covered employees who meet the present qualifications for "Mechanic: Aircraft Base Maintenance all other shops not specifically listed", or "Mechanic: Ground Equipment shop" as contained in the current Agreement, provided, however, that a minimum of fifty percent (50%) of the employees per shift are "qualified". Lead Mechanic(s) in the plating shop must be "qualified", and will not be included in the fifty percent (50%) ratio calculation. All upgrades must be "qualified".

As long as the Company maintains a total shop complement of fifty percent (50%) or greater of "qualified" employees, vacancies in the plating shop will be filled with employees from the bargaining unit, pursuant to the foregoing paragraph. However, if the total shop complement is below fifty percent (50%), or by doing so, the total shop complement would be placed below the fifty percent (50%) ratio of "qualified" employees, the Company may fill the vacancy(ies) from outside the bargaining unit.

It is agreed that any employee awarded a position in the plating shop who is not "qualified" will be provided training approved by US Airways, however, the trained employee must remain in the plating shop for a minimum period of twelve (12) months after the successful completion of such training.

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Employees will be considered "qualified" after the completion of one (1) year of service in the plating shop and the successful completion of US Airways approved training.

For US Airways, Inc.

For IAMAW

/s/E. Allen Hemenway
Director, Labor Relations
Ground

/s/William Freiberger
Assistant General Chairman
District 141 - IAMAW

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Re: Stock Clerk Driver

**Letter of Agreement
between
US Airways, Inc.
and the**

IAMAW

In order to comply with the United States Department of Transportation regulations governing the use of commercial motor vehicles weight rating of twenty-six thousand (26,001) or more pounds, the Company and the Union agree to the establishment and manning of a new bid area to be defined as Stock Clerk/Driver.

When the performance of those duties, outlined in Article 4, paragraphs (G) and (H) of the Labor Agreement, requires the operation of vehicles with a gross vehicle weight rating of more than twenty-six thousand (26,001) pounds,

this work will be performed by the Stock Clerk/Driver bid area within the Stores Department.

When not performing the duties of a Stock Clerk/Driver, those individuals in this bid area may perform other stock room work. Lead ratios will be maintained within the respective bid area.

In establishing the initial bid areas of Stock Clerk/Driver, awards will be made per the Labor Agreement to the most senior Stock Clerks. These individuals are responsible for taking and passing the required physical examination as per the government regulations. The successful bidders will be provided with all information available, to assist in the written and practical portion of the commercial drivers license test, for the applicable state in which the test will be taken. Subsequent bids will require proof of successfully completing the written portion or general knowledge test and the required physical examination necessary to obtain the commercial drivers license in order to be considered a qualified bidder.

Once the written and physical portion of the test has been completed, the senior qualified bidder will be given access to the appropriate Company vehicles for the purpose of taking the skill test at the appropriate state examination point. The prospective Stock Clerk/Driver will be allowed two (2) attempts using Company equipment, to pass the skill test in a twelve (12) month period, however, the bid will be filled by the next senior bidder, if the first

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applicant cannot successfully pass the driving skill test within a thirty (30) day period from the original award date.

Employees seeking to fill unfilled vacancies in the Stock Clerk/Driver bid area through upgrade must possess the required drivers license to considered qualified.

For US Airways, Inc.

For IAMAW

/s/E. Allen Hemenway
Director, Labor Relations
Ground

/s/William Freiberger
Assistant General Chairman
District 141 - IAMAW

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Mr. William Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.

Dear Mr. Freiberger:

The following will confirm the agreement reached concerning part-time Line Maintenance utility employees in our recently concluded negotiations.

The Company will establish a separate classification of part-time utility employees in line maintenance bid areas. The provisions of the Agreement shall apply except as follows:

A. The number of part-time utility employees will be limited to no more than one-third (thirty-three and one-third percent) of the total full-time line maintenance utility workforce, including vacancies, by location and shift (daylight and afternoon), excluding any shift entitling an employee to a night shift premium.

Where the calculation of part-time employees at the maximum percentage achieves a headcount number with a fraction, standard mathematical rounding will be used to achieve a whole number.

B. Part-time employees will be scheduled for a minimum of three (3) and a maximum of five (5) continuous hours in a workday. Part-time employees scheduled to work four (4) hours or less will be entitled to one twelve (12) minute break. Part-time employees scheduled to work more than four (4) hours will be entitled to two twelve (12) minute breaks. Part-time employees may be scheduled up to a maximum of twenty five (25) hours in a work week and will not be eligible for overtime/extra hours unless the full-time utility overtime list(s) within the station and classification is exhausted.

C. Part-time employees will be utilized in line maintenance bid areas and may be scheduled on shifts starting no earlier than 06:00 and ending no later than 22:00. Part time employee shift start times will be based on the needs of service and part-
time employees will not be subject to Article 5. Part time employees will not be scheduled or assigned to clean RON aircraft except when overtime has been exhausted as provided for in paragraph B.

D. Part-time employees will accrue classification seniority and pay seniority on the same basis as a full-time employee. Part-time employees will accrue years of credited service at one-half (1/2) the rate of a full time employee.

E.The Company will not schedule part-time shifts back-to-back within the same bid area where the work can be covered by a single full-time employee. Part-time shifts will be scheduled to start on the hour or half-hour.

F.No full-time employee will be involuntarily reduced to a part-time status. A full-time employee may voluntarily bid in accordance with his seniority to fill a part-time vacancy.

G.Full-time vacancies posted by the Company that are not filled by a full-time employee in accordance with the provisions of Article 9 will be awarded to the most senior part-time employee bidding for the position.

Full-time employees that are unable to hold any full-time position in their location and elect to bump to a part-time utility position within their location rather than accept furlough will be eligible to bid for full-time positions based on their seniority along with other full-time employees. Full-time employees that have bumped into a part-time position are required to contact Maintenance Administration each time they choose to bid for a full-time position so that their bid status properly reflects that they are considered to be bidding as full-time employees.

Full-time employees that voluntarily bid part-time positions will continue to be considered for full-time vacancies not filled by full-time employees with all other part-time employees in seniority order.

H.Part-time employees will accrue vacation, sick days, and OJI days on the same basis as full-time employees except that each vacation, sick, and OJI day will be paid based on the employee's scheduled hours on the day.

I.In the event that part-time employees are awarded full-time vacancies their accrued vacation and sick banks will be converted to full-time days based on a ratio of two part-time days for each full-time day. Full-time employees awarded part-time vacancies will have their vacation, OJI and sick banks converted to part time days by doubling their full-time days.

J.Part-time employees will be eligible for holiday pay based on their regular scheduled hours at the time of the holiday. Should a holiday fall on a part-time employee's regularly scheduled day off he will be eligible for straight time holiday pay equal to the number of hours he was scheduled to work on their last day prior to the holiday.

K.Part-time employees are eligible for individual health/dental coverage and may purchase family health/dental coverage by paying the full cost of such coverage.

L.In the event of a reduction in force all part-time utility employees in a location will be reduced prior to reducing any full-time utility employees in the location. When all part-time employees have been reduced as a result of this provision, there will be no part-time employees allowed in the station until 1) the full-time headcount in the station is equal to

or higher than it was when all part-time was reduced or 2) at least one (1) year has passed, whichever is earlier.

NOTE: The elimination of full-time Utility employees in PHL as a result of the Modified Restructuring Agreement dated 01/17/03 will not require the elimination of all part-time Utility employees for this reduction in force event only and is not intended to amend this provision of the Basic Agreement.

M.Part-time employees will bid vacations on a separate vacation list from full-time employees and are not subject to the minimum posting provisions in Article 11(C)(2).

N.Part-time employees will be eligible for shift swaps with other employees as described in Article 17.

O.Part-time employees on a paid leave of absence will be paid based on the number of hours they were to work on those day(s).

P.Insofar as the application of any benefit or work rule to part-time employees not addressed herein, the parties intend that the benefit or work rule for part-time employees be proportional to those for full-time employees, and that part-time employees not receive any windfall in the application of such benefits or work rules.

Q. In the event part-time employees are reduced, such employees will only have bumping rights within their bid area at their station.

Sincerely

Agree and Concur

/s/William Freiberger

/s/E. Allen Hemenway

Assistant General Chairman
I.A.M.A.W. – District 141M

Director – Labor Relations – Ground
US Airways, Inc.

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Re: Retirement Benefits 95-99

September 21, 1999

Mr. William L. Freiberger
Assistant General Chairman
District 141M – I.A.M.A.W.

Dear Mr. Freiberger:

For purposes of the 1999 Agreement, those Mechanical and Related employees who retired after September 30, 1995 and before the effective date of this Agreement will be entitled to receive the pension multiplier increases provided for in this Agreement.

Sincerely,

/s/ John M. Hedblom
Vice President,
Labor Relations

Agree and Concur:

/s/William L. Freiberger

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Re: New Hire License Pay

September 21, 1999

Mr. William L. Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.

Dear Mr. Freiberger:

The following will confirm our agreement reached regarding the payment of License pay for employees who hold a license(s), who are hired after the effective date of the 1999 Agreement. Those employees will be paid license pay for any license(s) held as follows:

<u>Bid Area</u>	<u>License paid</u>
Lead Inspector:	Valid A&P
- All Areas	
Inspector:	Valid A&P
- All areas	
Lead Mechanic:	Valid A&P
- All areas	
Mechanic:	Valid A&P
-Line Avionics	
- Line Maintenance	
- Maintenance Check	

Mechanic: Valid P
 - Jet Assembly shop
 - Jet Repair shop
 -Test Cell
 -APU shop

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Mechanic:	FCC
-Avionics shop	
-Calibration Shop	
-Instrument shop	
-Ground Communications Technician	

Mechanic:	Valid A
-Composite /Flight Control Shop	
-Fiberglass	
-Landing Gear/Flap Components	
-Power Plant Sheet	

Metal shop
 - Sheet Metal shop
 -Electric shop

Mechanic:	Valid A or P (one only)
- Base Maintenance	
Mechanic:	None
-Battery Shop	
-GSE	
-Hydraulic shop	

- Lavatory Shop
- Machine Shop
- Oxygen Shop
- Placard shop
- Plant Maintenance
- Plasma shop
- Plating shop
- Seat shop
- Slide Shop
- Tool Room
- Trim Shop
- Weld Shop
- Wheel and Brake Shop

Sincerely,

/s/E. Allen Hemenway
Director-Labor Relations

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8/30/2005 7:10 AM

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Re: Fuel Tank Entry Crew

February 24, 1998

Mr. William L.Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.
63 Zediker Station Road
Washington, PA 15301

Dear Mr. Freiberger:

The following will confirm our agreement reached in our recently concluded negotiations concerning fuel tank repairs:

1. The Company agrees to establish Fuel Tank Entry Repair Crews.
2. Each Crew will be based at a line maintenance station, as determined by the Company, to best meet the needs of the service.

3. Qualifications for a Mechanic on the Crew are as follows:
 - a. an Airframe and Power Plant (A&P) License;
 - b. physical size to allow entry into fuel tanks; and
 - c. successful completion of training.
4. Employees bidding for this position must remain in the position for the duration of the stability period of eighteen (18) months. Employees will only be eligible to bid during the stability period as provided for in Article 17 (J) items 1-4.
5. Vacancies and/or bumps will be awarded to covered employees who meet the qualifications outlined above, provided, that a minimum of fifty percent (50%) of the employees per shift are “qualified.”
6. The regular repair of fuel tanks and leaks will not be the exclusive right of the Crew. The Company shall continue to maintain the right of assignment to other employees covered by the Labor Agreement based on the qualifications required and the needs of the service.
7. When not performing the duties of fuel tank entry repair, those individuals in this bid area will perform Line maintenance work. Lead ratios will be maintained within the bid area.
8. Continuation of the Crew beyond two (2) years will be contingent upon the ability of the Crew to return aircraft to service in a satisfactory and timely manner.
9. Where there is an insufficient number of qualified fuel tank entry crews to perform the necessary repairs within the required time frame, the Company may continue to use vendor employees, provided that covered employees are staffed to oversee the vendor repairs on a man-to-man basis.

Sincerely,

/s/John M. Hedblom
Vice President – Labor
Relations

Agree and concur:

/s/William Freiberger
Assistant General Chairman
IAMAW – District 141M

Re: Plant Maintenance

Mr. William L. Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.
63 Zediker Station Road
Washington, PA 15301

RE: Plant Maintenance Bid Areas

Dear Mr. Freiberger:

The following will confirm our agreement reached in negotiations concerning Plant Maintenance Bid Areas.

It is agreed that the work described in this letter is the normal and customary Plant Maintenance work performed within the exclusive and common IAM - Mechanic and Related use areas. This letter is not intended to modify the scope of work currently being performed in the PIT, CLT, INT or BOS Plant maintenance Bid Areas or in any way waive any scope of work as defined in Article 2 of this Agreement. The Company may establish Plant Maintenance Bid Areas in the future where the Company determines the need exists. In the event that the Company establishes a new Plant Maintenance Bid Area, the Company will meet with the Union and discuss the scope of work to be performed by the employees in the new Plant Maintenance Bid Area.

Where airport lease agreements provide that work be accomplished by the lessor or its designee, such work will not be considered in conflict with this letter. Additionally, the performance of warranty work by outside contractors will not be considered in conflict with this letter. Where outside contract support is required, the Company may assign one or more Mechanics to assist the contractor as necessary.

A committee will be established in each location where a Plant Maintenance Bid Area exists. The committee will consist of at least one member of management and one employee from the bid group. This committee will meet and discuss new projects the committee determines that sufficient, skills (including any license/certification required), equipment and facilities are available to accomplish the work, the work will be performed by Plant Maintenance personnel except as otherwise provided for herein.

“Exclusive Use” IAM Mechanic and Related areas are; Hangars, Support Shops, Test Cells and break rooms, locker rooms and rest rooms located within these areas. “Common Use” IAM Mechanic and Related areas are those areas within the Hangars and Shop areas used regularly by IAM Mechanic and Related employees including; training rooms, hallways, and lunchrooms.

Excluded from the “Exclusive Use” and ”Common Use” area definition are; elevators, offices occupied by manager or above, lobbies, stairwells at the second floor level or above and any non-shop area located on any floor above the Hangar/Shop area.

Plant Maintenance work in the “Exclusive Use” and “Common Use” IAM Mechanic and Related areas may include the following:

1. Non-structural interior repairs, replacements and minor modifications.
2. Woodwork and carpentry. Ceiling panels, and wall trim.
3. Painting of interior walls and exteriors where permitted. It is understood that personnel assigned to the bid area in which the painting is to be accomplished may, perform such work.
4. Repairs, replacement, minor alterations of man doors, roll up doors, caulking, sealing of windows and door lock hardware.
5. Routine and periodic maintenance and repairs of hangar doors, sealing man doors and windows etc.
6. Installation and repairs to shelving and parts storage bin racks in Stores, or areas used exclusively by Stores or Utility. Installation and repairs related to shelving brackets and parts storage bin racks in other than Stores and Utility areas may be accomplished by the appropriate IAM Mechanics assigned to the bid area in which the shelving, brackets and racks are located.
7. Servicing, cleaning and routine maintenance of window air conditioning units. Servicing, cleaning and routine maintenance of whole building (HVAC) systems.
8. Repairs and routine maintenance of cleaning booths, painting booths, sandblasters, and shotpeen equipment.
9. Maintenance and repair of compressors and air compressor systems including; manual air hose reels and air hoses and remote control pneumatic reels, and main air compressors and their related systems.
10. Maintenance and repair of overhead cranes, air, electrical, hand operated chain falls and related systems. Daily crane checks will be conducted per Maintenance Policy and Procedures Manual. Annual inspection work will be accomplished by certified contract agencies, excluding hooks.
11. Repairs, installation and replacement of associated components in drains, air and fluid lines up to 2” in diameter.

12.Maintenance and replacement of sinks, urinals and commodes. Repair of sinks, urinals and commodes is limited to wall hook-ups.

13.Maintenance of water coolers, drinking and eye wash fountains limited to wall hook-ups.

14.Repairs of company owned (non-GSE) machinery and equipment, removal and installation of electrical components in such equipment; provided electrical components are not wired directly into the building electrical system (building power supply boxes). It is understood personnel assigned to the bid area in which the machinery is located shall not be excluded from maintaining appearance and making minor repairs and adjustments in the normal course of usage.

15.Assembly, maintenance and repair of aircraft work docks and tail docks.

16.Installation of non-skid material at entranceways, stairs and walkways.

17.Repair and replacement of interior and exterior lamps, starters, ballast and fixtures.

18.Re-painting of aircraft lead-in lines and painting of lines, hangar walkways, shops and parking lots. It is understood personnel assigned to the bid area in which the lines are located shall not be excluded from painting such lines.

19.Maintenance, repairs and minor alterations of baggage belt systems.

20.Fence repairs, installation, dismantling, and minor alterations excluding the installation of new exterior fencing.

21.Erection and maintenance of signs, other than large or lighted signs that the Company may install or passenger information and advertising signs.

22. Installation and replacement of floor coverings, excluding carpeting.

23.Painting of fixed equipment such as test cells and tail docks. It is understood personnel assigned to the bid area in which the equipment is located shall not be excluded from maintaining appearance of such equipment.

24.Repair and maintenance of ovens and heat treating units, excluding calibration.

25.Repair and maintenance of exhaust and ventilation systems.

26.Repair and maintenance of portable and stationary 400 cycle systems.

27.Maintenance and repairs of the Stores automated retrieval systems (ARS).

28.Installation of communication cables, (CAT 5) and similar cables, but not including termination or connections of such cables excluding fiber optic cables.

29.Proper Identification of Hazardous Material drums and compliance requirements.

30.Maintenance and repairs of de-icing fluid distribution systems and support facilities.

31.Except as otherwise provided for herein, installation of new equipment or facilities may be accomplished by Plant Maintenance.

Sincerely,

/s/. Allen Hemenway
Director – Labor Relations-Ground
US Airways

Agree and Concur

/s/William L. Freiberger

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Re: Station Staffing

September 21,1999

Mr. William Freiberger
Assistant General Chairman
District 141M - I.A.M.A.W.

Dear Mr. Freiberger:

The following will confirm our agreement on the subject of a new line station staffing formula .

1.It is agreed that the staffing formula governing line stations staffing will be a fixed percentage formula. The fixed percentage formula will be as follows: The Company will be permitted to park overnight a number of aircraft equal to thirty-three (33) percent of the total fleet until provisions of paragraph 2. below apply. As of the effective date of the Agreement the Company may close 3rd shift only line maintenance stations provided that the required number of aircraft

overnighting in non-maintenance stations does not exceed thirty three (33) percent.

2. Three (3) years from the effective date of the Agreement the provisions described above will be eliminated and replaced as follows: The Company will be required to maintain three (3) or more shifts at a minimum of eighteen (18) line maintenance stations inclusive of the seven (7) largest stations as described in Paragraph 5 below. As of the effective date of the provisions of this paragraph, the seven (7) largest stations cannot be closed.

3. As of the effective date of the Agreement, GSE-only cities will remain open subject to the provisions of Article 2(D).

4. If a station is closed it will be treated as a non-maintenance station within the meaning of Article 2.

5. The seven largest stations presently are BOS, BWI, CLT, LGA, PHL, PIT and TPA. Once Paragraph 2 above goes into effect the determination of the seven (7) largest stations will be using the total station RON aircraft from the previous twelve (12) months in each station with the first calculation being made three years following the effective date of the Agreement.

6. The company will not schedule any scheduled aircraft maintenance in non-maintenance stations.

P. Douglas Mckeen
Vice President,
Labor Relations

Agree and Concur:

William L. Freiburger

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Re: Co-op

June 9, 1999

William Freiberger
Assistant General Chairman
IAMAW District 141M

Dear Mr. Freiberger:

During the course of negotiations leading to the 1999 US Airways-IAMAW Mechanical and Related Agreement, we discussed at length the considerable value the Mechanical and Related employees have provided the Company by engaging in collaborative problem solving. The purpose of this letter is to reinforce the value that the Company places on this vital collaboration and to make clear our commitment to a continuation of this relationship.

As you know, over the last several years the Company has placed a strong emphasis on employee involvement in the strategy and design of our operations, chiefly through the creation of and reliance upon employee task forces. The simple reason for this is that the employees have the knowledge and ideas to make our Company excel. We understand and appreciate that this employee involvement has been particularly evident in the Maintenance department where, time and time again, employees have designed, recommended and implemented more efficient means for achieving our common goals.

The Company commits to you that we will continue to work with the IAMAW and our maintenance employees to identify special projects which, on a quantifiable basis, can be performed more efficiently inside the Company rather than outside. Where this economic advantage can be established, and while it can be maintained, we will explore ways to bring this work in house to be performed by maintenance employees. We will also explore appropriate means of reinvesting in the operation the savings from cost reductions resulting from the insourcing of work. Of course, we will have to work out specific goals for the economic advantage so that all involved will know the expectations of this program. To this end the Maintenance and Labor Relations departments will work closely with you in developing these goals.

As we strive to grow into a global carrier of choice, it will continue to be critical that the creativity of our employees be brought to bear on problem solving.

Sincerely,

/s/ John M. Hedblom
Vice President,
Labor Relations

Agree and Concur:

/s/William L. Freiberger

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Re: TPA Plant Maintenance

June 16, 1999

Mr. William Freiberger
Assistant General Chairman
District 141M – I.A.M.A.W.

Dear Mr. Freiberger:

The following will confirm our agreement during negotiations regarding a Plant Maintenance Bid area in TPA.

The Company agrees to establish a Plant Maintenance Bid Area at TPA within one-hundred and twenty (120) days following the effective date of the 1999 agreement.

Sincerely,

/s/John M. Hedblom
Vice President,
Labor Relations

Agree and Concur:

/s/William L. Freiberger

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Re: DQC

February 8, 1991

Mr. Victor L. Mazzocco
Assistant General Chairman
District 141 – IAWAW

Re: DQC Grievance Issues:
Scheduled re-check of engine bolts

Scheduled use of DQC

Dear Vic:

The following settlement offer addresses the DQC grievance issues stated above that were presented at Step III hearings held on October 26, 1990.

In reference to the grievances regarding the scheduled re-check of engine bolts, it is the position of the Company that the scheduled re-check of torque on the engine bolts and/or nuts is mechanic work and does not require inspection, therefore, no violation of the labor agreement exists. Grievances related to the scheduled re-check of engine bolts are denied.

In reference to the grievances regarding the scheduled use of DQC, due to the volume, the Inspection department and the local grievance committee will review each grievance to determine which, if any, may represent violations of the labor agreement. Any grievances remaining in dispute will be processed to Step III.

The following will provide further clarification to the DQC letter dated November 13, 1972 on page 106 of the current labor agreement:

- 1.Paragraph C, line 16-18 will refer to the latest required inspection item (RII) revision under section 111-3-4 of the General Maintenance Manual.
 - 2.“Our line stations” is defined as stations where USAir, Inc. has maintenance personnel assigned.
 - 3.The Company may schedule accomplishment of required inspection items (RII) to non-inspection stations and utilize DQC’s.
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- 4.At non-maintenance locations inspection requirements will be handled as follows:
 - a.Field trips that originate from stations where inspectors are located and include required inspection items (RII) per GMM 111-3-4 as revised will utilize inspectors.
 - b.Field trips that originate from stations where inspectors are not assigned and include required inspection items (RII) will utilize DQC’s.
 - c.Field trips that require inspection, other than required inspections items (RII), will be accomplished by inspectors.
 - d.This agreement will not modify the normal work requirements of Inspectors as delineated by the current labor agreement between the two parties at base or line stations.

If you are in concurrence with the above indicate in the space provided below.

Sincerely,

/s/Jack C. Johnston
Representative,
Labor relations – Ground

I concur:

/s/ Victor L. Mazzocco
Assistant General Chairman
District 141 – I.A.M.A.W.

RE: Paid Moves for Planners

Re: Paid Moves for Planners and Technical Documentation Specialists

December 3, 2002

Mr. David Snyder
Assistant General Chairman
District 141M - IAMAW

Dear Mr. Snyder:

Planners and Technical Documentation Specialists were not on the Mechanical and Related Seniority Roster or payroll on October 11, 1995, therefore the language in the basic agreement clearly excludes them from being eligible for the “Real Estate Provisions” described in Article 9.

Additionally, Planners and Technical Documentation Specialists would not be eligible for the “Paid Move Provisions” described in Article 8 since they do not have the two (2) or more years of service under the agreement required to be eligible for a paid move.

The following will confirm our agreement regarding the eligibility of Planners and Technical Documentation Specialists for “Paid Moves” as described in the basic agreement.

The Company is willing to extend the “Paid Move Provisions” described in Article 8 of the basic agreement on a non-precedent and non-referral basis to any Planner or Technical Documentation Specialist with two (2) or more years of service with the

Company that is abolished during a reduction in force and elects to exercise his seniority to another location to maintain employment.

Sincerely,

/s/David Cunningham
Manager - Labor Relations Ground

Agree and Concur:

/s/David Snyder
Assistant General Chairman
District 141M - IAMAW

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RE: Real-Estate Provisions for RDU, EWR, GSO, and IND (From January 2003 Restructuring Agreement)

HOME SALE ALLOWANCE

ELIGIBILITY:

IAM and Related employees affected by base closings in Greensboro, Indianapolis, Newark and Raleigh.

The Company will provide eligible employees a one-time reimbursement of actual relocation costs associated with listing and selling their primary residence. The Home Sale Allowance will apply only to the employee's current primary residence and cover 8% of seller's costs (6% Broker's commission, 2% closing costs). The Allowance will be based on the actual sale's price of the home and will not exceed \$50,000. The marketing and selling of the home will be the responsibility of the eligible employee. US Airways will not purchase the employee's home under any circumstance. The duration of the Home Sale Allowance benefit is for 6 months following the date of the base closing. All closing costs become the responsibility of the employee if the home sale occurs more than 6 months following the base closing.

ELIGIBLE PROPERTIES:

In order to take advantage of the Home Sale Allowance provision of this policy, your home must meet certain qualifications. You should evaluate your home to see if it meets the following eligibility requirements.

1. Only primary residential property currently owned and occupied by an eligible employee will be considered. Second homes, summer homes, farms, commercial property, unimproved property, property that is not completely constructed, cooperatives, or mobile homes are excluded from coverage.

2. Properties with excess acreage for the area (usually more than five acres of land) are not eligible under this program.

3. Residential properties that are single buildings with more than two rental dwelling units will not be considered. In the event the employee's primary residence is a two dwelling single building, the employee and family must reside in it not less than one half at the time of transfer to qualify for the Home Sale Allowance.

4. The employee must be able to produce a clear and marketable title to the property and own a fee simple interest therein.

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THE HOME SALE ALLOWANCE PROCESS:

1. The Home Sale Allowance process must be initiated by contacting Prudential Relocation by calling 800-811-2268. In addition, the eligible employee will be required to complete a relocation request form (PE 90A) and provide proof of home ownership (the home must be eligible as previously described). Form PE 90A can be obtained from Prudential, the employee's manager, or Relocation Services in Crystal City. Initiation may be made up to 90 days prior to the base closing, but no later than 90 days following the base closing.

2. The Home Sale Allowance will apply to the employee's current primary residence and cover 8% of seller's costs (6% Broker's commission, 2% closing costs). The Allowance will be based on the actual sale's price of the home and will not exceed \$50,000.

3. The marketing and selling of the property will be the responsibility of the employee (not Prudential/US Airways). US Airways will not purchase the employee's home under any circumstance. The duration of the Home Sale Allowance benefit is for 6 months

following the date of the base closing. All closing costs become the responsibility of the employee if the home sale occurs more than 6 months following the base closing.

4.The employee must submit proof of home sale to Prudential in order to receive the Home Sale Allowance for reimbursable selling expenses. Proof of sale can include settlement documents, HUD-1s, etc. Prudential will provide guidance on all acceptable and necessary documentation.

5.Once the home sale is verified by Prudential, they will calculate the employee’s Home Sale Allowance. US Airways must approve the amount before any payment is made to the employee. Once approved, the employee will receive the home sale allowance reimbursement within 6 weeks (less all-applicable withholding taxes).

Schedule A – Rates of Pay

Schedule A – Rates of Pay

Maintenance Planners/Material Planners/
Material Controllers

Technical Documentation
Specialists

Years of

Years of

Completed
Service

Hourly
Rate

Completed
Service

Hourly
Rate

6\$ **15.46**

0

\$ **17.33**

7\$ **16.66**

1

\$ **18.67**

8\$ **17.95**

2

\$ **20.11**

9\$ **19.34**

3

\$ **21.67**

10\$ **20.84**

4

\$ **23.35**

11\$ **22.45**

5

\$ **25.15**

12	\$ 24.19		6	\$ 27.10
7		\$ 26.06	7	\$ 29.20
or more			or more	

Schedule A – Rates of Pay

Shedule A – Rates of Pay

Senior Maintenance Planners/Material Planners/
Material Controllers

Senior Technical
Documentation
Specialists

Years of

Completed Service	Hourly Rate
0	\$ 16.87
1	\$ 18.07
2	\$ 19.36
3	\$ 20.75
4	\$ 22.25
5	\$ 23.86
6	\$ 25.60
7	\$ 27.47
or more	

Years of

Completed Service	Hourly Rate
0	\$ 18.74
1	\$ 20.08
2	\$ 21.52
3	\$ 23.08
4	\$ 24.76
5	\$ 26.57
6	\$ 28.51
7	\$ 30.61
or more	

Holiday Overtime Matrix

		1x	1.5x	2x	2.5x	3x	3.5x
Regular Pay	Regular work day first 8 hours	1st 8 Hours					
	regularly scheduled work day hours 8 through 12	1st 8 Hours	Hours >8 - 12				
	regularly scheduled work day all hours beyond 12	1st 8 Hours	Hours >8 - 12	Hours >12 - 24			
	sixth day, first 8 hours		1st 8 Hours				
	sixth day beyond 8 hours		1st 8 Hours	Hours >8 - 24			
	seventh day first 8 hours if no part of 6th day was worked		1st 8 Hours				
	seventh day of any part of the 6th day was worked			all hours			
	all consecutive hours beyond 12 hours except for regularly scheduled shift			Hours > 12			
	All Unpaid meal periods are excluded						
		1x	1.5x	2x	2.5x	3x	3.5x
Holiday Pay	Holiday - regularly scheduled work day, not worked or regular day off	1st 8 Hours					
	Holiday Regular Scheduled work day first 8 hours	Paid 8 plus	1st 8 hours				
	Holiday Regular Scheduled work day first 8 hours	COMP	1st 8 hours				
	Holiday Regular scheduled Work day worked beyond 8 hours	Paid 8 plus	1st 8 hours			Hours >8 - 24	
	Holiday Regular scheduled shift off and Work 8 hours during the 24 hour holiday period	Paid 8 plus				Hours >8 - 24	
	Holiday sixth day worked first 8 hours	Paid 8 plus		1st 8 hours			
	Holiday worked sixth day beyond 8 hours	Paid 8 plus		1 st 8 hours		Hours >8 - 24	
	Holiday seventh day worked fist 8 hours	Paid 8 plus			1st 8 hours		
	Holiday worked seventh day beyond 8 hours	Paid 8 plus			1st 8 hours		Hours >8 - 24

