Recognition & Scope
- System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- Facilities Line Maintenance at the terminals in BOS, DFW, JFK, LAX, MIA, & ORD; company discretion at other locations. Current members elsewhere are station protected
- Facilities Line Maintenance at the hangars in CLT, DFW, JFK, LAX, MIA, ORD, PHL, PHX; company discretion at other locations. Current members elsewhere are station protected
- GSE Maintenance in BOS, CLT, DFW, DWH, JFK, LAX, LGA, MIA, ORD, PHL, PIT, PHX, SFO, TUL; company discretion at other locations. Current members elsewhere are station protected

Sick and IOD Time
- Sick time bank increases to 1,600 hours
- Double the number of IOD days to 20 per injury
- Full pay for each sick day used
- Increased sick time accrual to 10 days a year

Field Trips
- All field trip paid at 1¾ times hourly pay, including 8-hour rest period(s) paid at straight time
- Time paid at field trip rate of pay starts 2 hours prior to trip if home, or 1 hour prior to trip if on regular shift.
- Per diem paid for all hours on the field

Holidays
- Increased from 5 to 10 days.
- Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ times pay
- Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

Vacations
- Day at a time (DAT) bank to be used for additional Vacation Days.
- Option of using Hour At a Time (HAT).

Increased Vacation
Bidding Vacation Weeks in 2020 & 2021, For Use in Years 2021 & 2022

<table>
<thead>
<tr>
<th>Completed Years of Service</th>
<th>Max Yearly Future Vacation Hours</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>80 hours</td>
</tr>
<tr>
<td>4</td>
<td>120 hours</td>
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<tr>
<td>11</td>
<td>160 hours</td>
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<tr>
<td>24</td>
<td>200 hours</td>
</tr>
<tr>
<td>29</td>
<td>240 hours</td>
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</tbody>
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Retirement gains
- Increased 401K plan with automatic 5% contribution on all eligible earnings, that’s an additional $2.36 an hour for a Mechanic and $1.71 for an MSP, plus 5% on any premiums.
- Up to a 4% company match on member contributions, on all eligible earnings
- Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA

Industry Leading Compensation
- TOS increase of 6.3% for MSP’s and 11.5% Mechanic’s upon ratification, +2% in out years 2,3,4
- Signing bonus of $6,000.00.
- Shift differential improved to $.51, $.58, $.61 cents per hour.
- Line premium increased to $1.00 per hour
- Skill Premium for Facilities and GSE Mechanics $2.81 per hour
- Better Overtime language. Double (2X) pay after 12 hours or on second/third day off
- Compensatory time option available.
- Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG’s Pre-Tax Earnings up to $2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG’s Pre-Tax Earnings above $2.5B for that year into the profit-sharing pool

Other Enhancements
- Force Majure reduction seniority protection language
- Enhanced Reduction in Force language to allow seniority driven process.
- Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits

Bidding Vacation Weeks in 2022, For Use in Year 2023 & All Years Thereafter

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Please be sure to review the full text of the agreement at http://bit.ly/aa-jcba