**Recognition and Scope**
- 45 Stations and Location with SCOPE covered work and protections instead of the 18 currently today
- Threshold language to include 140 weekly mainline departures for insourcing and capturing future Stations and Locations
- There are System Job Protections, Station Job Protections and Status Job Protections for every active employee and or on an approved leave of absence

**Classifications and Qualifications**
- Fleet Service Operations work assignments opportunities in the stations where members covered by the agreement are assigned
- Central Load Planner opportunities to qualified members that doesn't exist currently
- Cargo will be performed in 7 locations versus 5 currently
- Lavatory Service and Water is covered work in 35 named locations versus 18 currently
- Regional Bag Transfer Work in 4 TWU locations as covered work that doesn't exist currently
- Part Time Ratio was reduced from 40% of all employees to 32% with an 1% annual increase with a look back and 36% system cap
- If Company exceeds annual cap, then upgrade PT to FT to level cap

**Holidays**
- Holidays increased from 5 to 10
- Holiday Rate paid at 2 ½ times hourly rates
- Holiday paid on a scheduled day off
- Overtime on a Holiday may result in Triple Time rate

**SICK/IOD:**
- Sick Leave days increased from 5 to 10
- Increased Sick Leave Bank to 1,600 hours
- IOD days increased from 10 to 20
- Limited Duty language for injuries on the job up to 90 days and off the job up to 60 days

**VACATION**
- Vacations were increased to 6 weeks
- Day at a Time (DAT) Bank can be utilized for Vacation Days

**RETIRED**
- Increased 401k plan with automatic 5% Company contribution and 4% Company match that could reach 13%
- Retiree Medical Option with 50% of Sick Bank paid at hourly rate to be deposited into a HRA

**COMPENSATION**
- Increased wages of 4.8%, with 2% at DOR +12, +24, +36, & +48 months
- Signing Bonus to all employees of $3,000.00
- Shift Differential from $.1, $.2, $.3 cents to $.51, $.58, $.61 cents
- Increased Crew Chief Premium from 2.09 to 2.20 for 3 years then 2.40 thereafter
- Overtime language to enhance opportunities to earn more pay
- Up to 140 hours of Compensatory Time accrual

**MISCELLANEOUS**
- Increased Job Protections for Station and Status that can be carried with members to newly opened stations not listed in the 45
- Enhanced Reduction in Force language to allow for seniority driven process
- (Bump and Roll)
- Enhanced Severance Package of 17 weeks

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