

## ARTICLES

### AGREED ARTICLES

ARTICLE 1- Purpose of Agreement-	TA Dec 4, 2017
ARTICLE 3- Status of Agreement-	TA- Sept 3, 2013
<b>ARTICLE 4- Classification-</b>	<b>TA- July 17, 2017</b>
<b>ARTICLE 6- Overtime &amp; Holidays-</b>	<b>TA- July 17, 2017</b>
<b>ARTICLE 7- Training-</b>	<b>TA- July 17, 2017</b>
<b>ARTICLE 9- Seniority-</b>	<b>TA- July 17, 2017</b>
ARTICLE 12- Leaves of Absence-	TA- Oct 16, 2014
<b>ARTICLE 13- Sick Leave &amp; OJI-</b>	<b>TA- July 17, 2017</b>
ARTICLE 17- Safety & Health-	TA- Mar 8, 2013
ARTICLE 18- Severance Pay-	TA- Oct 30, 2013
ARTICLE 19- Moving Expenses-	TA- Oct 30, 2013
ARTICLE 21- Grievance Procedures-	TA- Jan 17, 2016
ARTICLE 23- No Strike-No Lockout-	TA- Feb 1, 2016
ARTICLE 25- Union Rep-	TA- Apr 16, 2016
ARTICLE 26- Union Security-	TA- Feb 13, 2016
ARTICLE 27- Saving Clause-	TA- Feb 13, 2016
ARTICLE 28- Apprentice AMT-	TA- Feb 14, 2017
LOA 1-New line Station Opening-	TA- Mar 22, 2016

### Open Articles

<b>ARTICLE 2- Scope-</b>	TA-
<b>ARTICLE 5- Hours of Service-</b>	TA- Maint Control Lunch period 30min desk
<b>ARTICLE 8- Field Service-</b>	TA- Etops International, Mech & Insp RII return to service, 2.65 to \$2.85 int. Add daily allowance, (new language) Company agrees with new language
<b>ARTICLE 10- Filling of Vacancy-</b>	TA- 3 items) Insp backfill, post 2 for open decisions B4 new hire, Comp. election process for techn support classification
<b>ARTICLE 11- Vacation-</b>	TA- bank of 2 years of 2 X accrual rate, increase hr sell back 40hr to 80hr
<b>ARTICLE 14- Wage Rules, Shift Prem, Longevity-</b>	TA-shift diff .56 to .63 EVE, GYD-.63, 71 to 1.00 rotating days .63, 71to \$1.00, long 15years after 1.75, skill prem. GSE .50-.63
<b>ARTICLE 15- Wages-</b>	TA- chart average 26.57% snap-up year1, y2-4.50, y3-4.25, y4- 4.00, y5- 3.75 (AMT)

Instructors- 5year topout, 12% over current rates, MX contr- bottom step 12% lowest swa Controler, Top pay 12% above industry high SAME OUT YEARS as AMT ( Lic prem in bedded in pay. AMT lic prem 2.00 to 2.50 ea. License, Full Retro based on 2013 at 4.825% of 401K earnings. For each year.

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<b>ARTICLE 16- 401K, Retirement, Profit sharing-</b>	TA-profit share deferral % prior yr select over 10% will be cash, 401K non elect contribute ramp to current rate 9.3% to 15% to duration 2020
<b>ARTICLE 20- Insurance Benefits-</b>	TA- Current cost split at same % emp/Company remain at current level, 3 plans, STD program, normal LTD- 180 days, unpaid status 16weeks pay continuations, clock starts
<b>ARTICLE 24- General Misc-</b>	TA- uniform cleaning jackets, buttons, pins ,shirts 2 inch diam,
<b>ARTICLE 29- Duration of Agreement-</b>	TA- DOR to 2020
<b>LOA #2-Headcount Ratio</b>	TA- 2.75 to 3.3, non-MRB list 2year prior to y check
<b>APPENDEX B</b>	MX trainer article 4 classification designation of tech and non tech paperwork training