BASE AIRCRAFT MAINTENANCE

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)
- A/O will own a minimum of 50% of all billable Overhaul Hours in the contract, plus Scope protections for hundreds of additional members to continue performing component shop and engine work.
- Protection for the future with a floor of 2,600 A/O members, if the fleet size shrinks and the billable hours drop severely; while maintaining component shop and engine work.
- Using the current fleet size of 945 aircraft, the 2,600 A/O headcount floor equates to 2.75 per aircraft, equaling the 2.75 M&R employees, per aircraft, required by the Southwest AMFA Contract. The 2,600 A/O number does not include the contractually added jobs in components and engines or any members in Facilities, GSE, and Line Maintenance - providing thousands more jobs.

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
- Option for Base Closure where limited production is needed

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>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>80 hours</td>
</tr>
<tr>
<td>4</td>
<td>120 hours</td>
</tr>
<tr>
<td>11</td>
<td>160 hours</td>
</tr>
<tr>
<td>24</td>
<td>200 hours</td>
</tr>
<tr>
<td>29</td>
<td>240 hours</td>
</tr>
</tbody>
</table>

Retirement gains

- Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional $2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- 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

- Base wage increases between 5.5% & 17.7% 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.
- Increased license premium to $5.25 per hour
- New $1.00 per hour fuel tank entry and taxi premium
- DWH premium of $1.00 per hour
- A 5th year AA AMT will make $2.50 more per hour, than a 5th year Southwest AMFA AMT
- An AA AMT reaches top of scale 6 years ahead of a Southwest AMFA AMT
- Increased Crew Chief premium from $1.75 per hour to $2.20 per hour for 3 years then $2.40 per hour thereafter
- 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

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