MATERIAL LOGISTICS SPECIALISTS

Recognition & Scope
- Class and craft as recognized by the National Mediation Board (NMB) Case No. R-7424
- MLS's will be staffed at ALL Line Maintenance locations that AMT's are staffed
- MLS's will be staffed at ANY Maintenance Base
- MLS's WILL be staffed at any distribution or warehouse on-site or off-site facility where parts are stored, received, inventoried, shipped or otherwise handled
- 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)

Classifications
- Material Logistics Group and AOG/MCU & Material Planners group will be in the same book
- Contractual opportunities for MLS's to enter these Planner groups
- Technical Crew Chief / Crew Chief / MLS
- Senior Planner / Senior AOG-MCU Planner / Material Planner / AOG-MCU Planner

Qualifications
- Clear qualification language in the CBA for each upon ratification
- Technical Crew Chief / Crew Chief / Material Logistics Specialist / Driver, DOT (medical certification required) and CDL driver
- Senior Material Planner / Senior AOG Planner / Material Planner / AOG Planner

 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>
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<tr>
<td>4</td>
<td>120 hours</td>
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<td>160 hours</td>
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<td>24</td>
<td>200 hours</td>
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<tr>
<td>29</td>
<td>240 hours</td>
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Retirement gains
- Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional $1.62 an hour, plus 5% on any premiums, for a TOS MLS
- 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
- MLS base wage increase of 7.4%, +2% in out years 2,3,4
- $6,000 Signing Bonus
- Shift differential from $.1, $.2, $.3 cents to $.51, $.58, $.61 cents
- Increased skill premium from .45 to .50 cents.
- New Line premium of $1.00 per hour
- New DWH premium of $1.00 per hour
- Increased Crew Chief premium from $1.75 per hour to $2.20 per hour for 3 years, $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 Wins
- 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 & After

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