

# IBT SUMMARY OF TA

The following is a list of improvements in the Joint Collective Bargaining Agreement by Article. There are many changes to all three agreements and this list is only meant as a brief summary.

## Article 1 - Scope

- Addition of the Flight Simulator Technician Craft
- Improved definition of “previously contracted out work”
- Addition of attrition protection
- Base protection for SFO and Houston Maintenance Facilities
- Protections if ALPA pilots fly the aircraft IBT mechanics fix them

## Article 3 – Classifications

- Reduction of time to qualify for lead in most bid areas
- Addition of Flight Sim Techs
- Addition of Maintenance Planning Analysts

## Article 4 – Seniority

- Clarification of Furlough Recall Date
- Elimination of 30 day leave accrual

## Article 5 – Filling of Vacancies

- Members fill vacancies prior to outside groups in a defined order

## Article 6 – RIF and Recall

- Clarification of the process
- Clarification of the Station/Points

## Article 7 – Hours of Service

- Clarification of Fixed and Rotating Day patterns
- Improvement of lunch on “any” shift
- Clarification on Day Trades

## Article 8- Holidays

- All members receive 10 Holidays
- Clarification of Holiday off request

## Article 9 - Vacation

- Improved Vacation accrual schedule
- Clarification of DAT openings during a Vacation period
- Improved ability to transfer Vacation time to sick bank or 401(k) in year of retirement

## Article 10 – Leaves of Absence

- Seniority accrual on Extended Illness Status
- Vacation accrual on EIS if off because of a work related injury
- Number of Emergency Leaves increased to 2 in special circumstances
- Two years of benefits eligibility on EIS

## Article 11 – Sick Leave

- 100% pay for sick leave
- Employees with greater than 700 hours occupational time grandfathered

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- Clarification of light duty overtime

## Article 12 – Field Trips

- Clarification of those jobs that require travel
- Better definition of planned and unplanned field trips
- Better defined call out procedure
- Definition of amount of time before list must be called

## Article 13 – Training

- Bypass in Training will not be allowed to be used to bypass member for overtime or field trip except for defined exclusions
- Clarification of bidding for full time training positions

## Article 15 – Compensation

- One time paid career move

## Appendix A

- 28% increase to Technician rates
- \$1.20 per hour HRA/VEBA for up to 2080 hours annually
- A&P License pay \$5.25
- FCC License pay \$4.00
- Line pay \$1.00

## Article 16 – Health and Welfare

- 9.25% cap on medical rate increases
- Retirement plan with final average earnings 1.19% rate
- Increased pension for those on Guam
- 1% mandatory 401(k) contribution for those with 30 years in CARP

## Article 17 - Overtime

- Definition of known outages

## Article 20 – Arbitration

- Positive space travel for witnesses

## Article 21 – General and Miscellaneous

- Additional cold weather stations
- Provision for transportation from parking lot to work site in certain circumstances
- Better defined badging language

## Article 22 – Transportation

- Better defined pass travel language

## Article 23 – Apprentice Mechanics

- Inclusion of Article

## LOA #5 GSE Facilities Reporting

- GSE and Facilities reports to Tech Ops

## LOA #7 Facilities Review Committee

- Outsourcing of facilities maintenance to be reviewed in the same fashion as other Tech Ops groups

## LOA #10 Guam FTRs

- Greater protection to keep the work in the unit

## LOA #11 MPAs

- Protection of MPA work in SFO

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LOA #13 Houston Airframe and Overhaul Repair facility

- Line pay for those working in the outlined positions

LOA #18 Furlough Protection

- Furlough protection for everyone on the seniority list

LOA #21 Offered Positions

- Protections for those currently on furlough

LOA #27 Early Out

- \$5000 per year up to \$100,000 for eligible members

LOA #28 Lump Sum

- Retro payment total value of \$185 million

LOA #29 Industry Reset

- Keeps Technicians 2% above industry average every two years during term
- Continuation clause calculated every year on and after the amendable date at the same 2% calculation

LOA #33 Teamster Membership Assistance Program

- Recognition of what was the EAP program

**TO VIEW THE FULL TA, GO TO:**

<https://teamster.org/ual2016>

**Balloting Period:**

**Open 14 November**

**Count: 05 December**