

Company Representative

JC 2/28/2024

Union Representative

K. [Signature]



IBT / UA

Agreement in Principle, February 15, 2024
Tentative Agreement, February 28, 2028

The parties agree that the terms and conditions of the 2016-2022 United-IBT Agreement, as amended by the parties' 2022 Extension Agreement, remain unchanged and in full force and effect, except as set forth, below:

Item	Terms
<p>Article 15, Appendix A Compensation</p>	<p>Wages</p> <ul style="list-style-type: none"> • 4.00% increase effective 08/11/2024 • 6.87% increase effective 12/5/2024 • 3.00% increase effective 12/5/2025 • 3.00% increase effective 12/5/2026 • 3.00% increase effective 12/5/2027 <p>See attached revised Appendix A</p>
<p>Article 10.E.1 Personal Convenience Leave</p>	<p>Personal Convenience Leave</p> <p>Limit Personal Convenience Leave to eighty (80) hours annually, and clarify that additional AUTO may be requested subject to the needs of service.</p> <p>Employees may request Personal Convenience short term leaves of up to eighty (80) hours off annually for personal convenience reasons subject to the needs of the service. Such requests will be approved no later than twenty-four (24) hours prior to the time off requested. An employee may request such Personal Convenience time off at any time during the calendar year without regard to his remaining unused vacation time. Further, if an employee would have been approved for a VAC-DAT he will not be denied a Personal Convenience Day. If the Personal Convenience time is approved by the supervisor, such time will not be counted as an absence for disciplinary purposes</p> <p><u>Employees that have exhausted eighty (80) hours of Personal Convenience leave in a given year may request additional Authorized Unpaid Time Off subject to the needs of service. Employees are not precluded from requesting Authorized Unpaid Time Off prior to exhausting their eligibility for Personal Convenience leave.</u></p>

Company Representative JC 2/28/2024

Union Representative A 2/28/24



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The parties agree that the terms and conditions of the 2016-2022 United-IBT Agreement, as amended by the parties' 2022 Extension Agreement, remain unchanged and in full force and effect, except as set forth, below:

<p>Article 8.G Holiday Move</p>	<p>Holiday Move Modify the holiday move language to restrict moves from two days before and after <u>Thanksgiving, Christmas and New Year's Day.</u></p> <p>If a holiday falls on an employee's regularly scheduled day off one of the following two events will occur:</p> <ol style="list-style-type: none">1. At the employee's option, he will be given another day off immediately before or after the employee's regularly scheduled days off with eight (8) or ten (10) hours pay at the employee's base rate, or <u>However, for Thanksgiving, Christmas and New Year's Day, employees may not move the holiday to the two days before or two days after the holiday.</u>2. The employee will receive eight (8) hours pay at base rate for the actual holiday, regardless of whether the employee works an eight (8) or ten (10) hour shift, if the employee is not given an additional day off.
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<p>Article 16.H.3.f Retiree Bridge Medical</p>	<p>Retiree Bridge Medical Extend expiration of Retiree Bridge Medical by two years, from 12/5/2026 to 12/5/2028</p> <p>Current Language For any employee who retires after the end of the ten (10) year period commencing on the Effective Date of this Agreement <u>December 5, 2028</u>, coverage under this provision will be available solely at the non-contributory rate (i.e., retiree pays 100% of the retiree medical premium with no use of sick bank to pay premiums).</p>
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<p>Article 16.K.1.b Guam Pension</p>	<p>Guam Pension - Western Conference of Teamsters Pension Plan</p> <p>Effective 5/1/2024: Increase contribution by \$.20/hour Effective 1/1/2025, 1/1/2026, 1/1/2027 and 1/1/2028: Increase contribution by \$.10/hour</p> <p>Current Language</p> <ol style="list-style-type: none">b. Notwithstanding the foregoing, Guam-based employees will participate in the Western Conference of Teamsters Pension Plan at the rate set forth below:
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Union Representative TO 2/28/24



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	Calendar Year	2017	2018	2019	2020	2021	2022
	Rate Per Hour	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60
	<u>Effective Date</u>	<u>5/1/2024</u>	<u>1/1/2025</u>	<u>1/1/2026</u>	<u>1/1/2027</u>	<u>1/1/2028</u>	
	<u>Rate Per Hour</u>	<u>\$4.80</u>	<u>\$4.90</u>	<u>\$5.00</u>	<u>\$5.10</u>	<u>\$5.20</u>	

<p>Article 24 Duration</p>	<p>Duration 4-year extension, December 2024 – December 2028. 9 month early opener</p> <p>Current Language</p> <p>This Agreement became effective on December 5, 2016, shall remain in full force and effect until December 5, 2028 2024, and shall renew itself without change for successive one year periods thereafter unless written notice of intended change is served in accordance with Section 6, Title I of the Railway Labor Act as amended by either part hereto within nine (9) months three hundred and sixty five (365) days prior to the renewal date.</p> <p>If conferences pursuant to either notice do not produce full agreement on all changes to the terms of this Agreement, then all noticed terms shall become null and void thirty (30) days after the National Mediation Board has finally acted upon the controversy as required by Section 5, Title I of the Railway Labor Act, or when ten (10) days have elapsed after termination of conferences without a request for or proffer of the services of the National Mediation Board. In such case, both parties hereto shall be fully entitled to exercise the complete panoply of self- help rights as they may individually deem desirable or advisable.</p>
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<p>LOA #3 Heavy Check</p>	<p>Heavy Check Increase heavy check lines performed in-house from 2 to 3.</p> <p>Current Language</p> <p>This will confirm our understanding concerning job opportunities for Technical Operations employees and the balancing of structural heavy airframe maintenance ("Heavy Check") lines.</p> <p>We have agreed that at least two (2) three (3) lines of Heavy Check work will be performed in-house by covered employees, without regard to whether such work may be contracted out under the terms of Article 1 of the collective bargaining agreement.</p>
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Article 16

The Company and the Union agree to explore options to reduce the cost of healthcare while providing a similar maintenance of benefits to current plan offerings and any changes to the current plan would require a vote of the employees.

APPENDIX A

Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians and Inspectors

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$27.40	\$28.50	\$30.45	\$31.37	\$32.32	\$33.29
1	#2	\$30.81	\$32.05	\$34.24	\$35.27	\$36.33	\$37.42
2	#3	\$32.98	\$34.30	\$36.65	\$37.75	\$38.89	\$40.06
3	#4	\$33.51	\$34.86	\$37.24	\$38.36	\$39.52	\$40.71
4	#5	\$34.83	\$36.23	\$38.71	\$39.88	\$41.08	\$42.32
5	#6	\$37.64	\$39.15	\$41.83	\$43.09	\$44.39	\$45.73
6	#7	\$40.45	\$42.07	\$44.95	\$46.30	\$47.69	\$49.13
7	#8	\$46.35	\$48.21	\$51.51	\$53.06	\$54.66	\$56.30
8	#9	\$51.25	\$53.30	\$56.96	\$58.67	\$60.44	\$62.26
<u>Lead Technician</u>							
<u>The hourly base rate of pay for Lead Technicians and Inspectors shall be five percent (5%) over the top of scale hourly base rate (including A&P, line, longevity) of pay for Technicians.</u>							
Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$54.34	\$56.49	\$60.34	\$62.13	\$63.99	\$65.90
A&P Max		\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Line Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

B. Flight Simulator Technicians

Basic Hourly Rate

The hourly base rate of pay for Flight Simulator Technicians shall be three percent (3%) over the top of scale hourly base rate (including A&P and line) of pay for Technicians

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$61.34	\$63.42	\$67.12	\$68.85	\$70.64	\$72.49
1	#2	\$62.57	\$64.69	\$68.46	\$70.22	\$72.04	\$73.92
<u>Lead Flight Simulator Technician</u>							
<u>The hourly base rate of pay for Lead Flight Simulator Technicians shall be five percent (5%) over the top of scale hourly base rate (including longevity) of pay for Flight Simulator Technicians</u>							
0	#4	\$65.75	\$67.98	\$71.94	\$73.79	\$75.70	\$77.67
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

C. Staff Engineers

Basic Hourly Rate

The hourly base rate of pay for Staff Engineers shall be six and fifty-five hundredths percent (6.55%) over the top of scale hourly base rate (excluding all premiums) of pay for Flight Simulator Technicians.

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$48.01	\$49.64	\$52.54	\$53.89	\$55.29	\$56.74
1	#2	\$52.97	\$54.77	\$57.97	\$59.46	\$61.01	\$62.61
2	#3	\$57.96	\$59.93	\$63.43	\$65.06	\$66.75	\$68.50
3	#4	\$62.93	\$65.07	\$68.87	\$70.64	\$72.48	\$74.38
4	#5	\$63.56	\$65.72	\$69.56	\$71.35	\$73.21	\$75.13
5	#6	\$64.50	\$66.69	\$70.58	\$72.39	\$74.27	\$76.22
6	#7	\$65.10	\$67.31	\$71.24	\$73.07	\$74.97	\$76.94
7	#8	\$66.04	\$68.28	\$72.27	\$74.13	\$76.06	\$78.06
8	#9	\$66.67	\$68.93	\$72.95	\$74.82	\$76.76	\$78.77
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

D. Senior Staff Engineers

The hourly base rate of pay for Staff Engineers shall be nine and eighty-three hundredths percent (9.83%) over the top of scale hourly base rate (excluding all premiums) of pay for Flight Simulator Technicians.

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$68.72	\$71.05	\$75.19	\$77.13	\$79.13	\$81.19
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

E. Avionics Shop Technicians

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
1st 6 mos.	#1	\$53.92	\$56.08	\$59.92	\$61.72	\$63.58	\$65.49
6 mos. +	#2	\$55.09	\$57.30	\$61.22	\$63.06	\$64.96	\$66.91
FCC Max		\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
<u>Lead Avionics Shop Technicians</u>							
<u>The hourly base rate of pay for Lead Avionics Shop Technicians shall be five percent (5%) over the top of scale hourly base rate (including FCC and longevity) of pay for Technicians.</u>							
0	#1	\$58.19	\$60.52	\$64.64	\$66.57	\$68.56	\$70.61
FCC Max		\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

F. Metrologists

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
1st 3 mos.	#1	\$54.35	\$56.53	\$60.40	\$62.22	\$64.09	\$66.02
Next 6 mos.	#2	\$54.76	\$56.96	\$60.86	\$62.69	\$64.58	\$66.52
Next 6 mos.	#1	\$55.29	\$57.51	\$61.45	\$63.30	\$65.20	\$67.16
Thereafter	#2	\$56.09	\$58.34	\$62.33	\$64.20	\$66.13	\$68.12
Machinist Premium							
		\$8.50	\$8.50	\$8.50	\$8.50	\$8.50	\$8.50
Longevity Max							
		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

G. Utility Specialists

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$19.76	\$20.56	\$21.96	\$22.62	\$23.30	\$24.00
1	#2	\$22.13	\$23.02	\$24.60	\$25.34	\$26.11	\$26.90
2	#3	\$23.80	\$24.76	\$26.45	\$27.25	\$28.07	\$28.92
3	#4	\$25.62	\$26.65	\$28.47	\$29.33	\$30.21	\$31.12
4	#5	\$27.54	\$28.65	\$30.61	\$31.53	\$32.48	\$33.46
5	#6	\$30.10	\$31.31	\$33.45	\$34.46	\$35.50	\$36.57
6	#7	\$32.20	\$33.49	\$35.79	\$36.87	\$37.98	\$39.12
7	#8	\$32.37	\$33.67	\$35.98	\$37.06	\$38.18	\$39.33
8	#9	\$32.87	\$34.19	\$36.53	\$37.63	\$38.76	\$39.93
<u>Lead Utility Specialist</u>							
<u>The hourly base rate of pay for Lead Utility Specialists shall be five percent (5%) over the top end hourly base rate (including longevity and line) of pay for Utility Specialists.</u>							
Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$34.62	\$36.00	\$38.46	\$39.62	\$40.80	\$42.03
Longevity Max							
		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Line Max							
		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20

H. Maintenance Planning Analysts (MPA)

Basic Hourly Rate

Year	Step	1/1/2024 Current	8/11/2024	12/5/2024	12/5/2025	12/5/2026	12/5/2027
0	#1	\$24.19	\$25.16	\$26.89	\$27.70	\$28.54	\$29.40
1	#2	\$25.68	\$26.71	\$28.54	\$29.40	\$30.29	\$31.20
2	#3	\$27.17	\$28.26	\$30.20	\$31.11	\$32.05	\$33.02
3	#4	\$28.63	\$29.78	\$31.82	\$32.78	\$33.77	\$34.79
4	#5	\$30.14	\$31.35	\$33.50	\$34.51	\$35.55	\$36.62
5	#6	\$31.63	\$32.90	\$35.15	\$36.21	\$37.30	\$38.42
6	#7	\$33.09	\$34.42	\$36.78	\$37.89	\$39.03	\$40.21
7	#8	\$34.59	\$35.98	\$38.44	\$39.60	\$40.79	\$42.02
8	#9	\$36.08	\$37.53	\$40.10	\$41.31	\$42.55	\$43.83
9	#10	\$37.57	\$39.08	\$41.75	\$43.01	\$44.31	\$45.64
10	#11	\$39.04	\$40.61	\$43.39	\$44.70	\$46.05	\$47.44
Longevity Max		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)							
		\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20