

ARTICLE 1 – SCOPE (Company 1.7)

- Proposal 1.7 modifies Eagle ASM Letter to match MCT CBA attachment 1.1.

ARTICLE 4 – COMPENSATION (Article 4.4)

Proposal 4.4 which includes:

- **Lump sum of 7% on DOS for Title I & Title II employees.**

Formula Example AMT: FT: 2080 x (\$27.20 + \$5.00) \$32.20 = \$66,976 x .07 = \$4688

- Structural increase of 3.0% eff.DOS.
- Structural increase of 1.5% eff... DOS + 12 months
- Structural increase of 1.5% eff.. DOS + 24 months
- Increase Higher Capacity Premium from \$1.75/hr to \$2.75/hr eff. DOS.
- **Increase Line Premium from \$0.55/hr to \$1.80/hr for those Title I classifications as listed in Article 4(c)(1) eff. DOS .**
- **Increase Line Premium from \$0.55/hr to \$1.80/hr for those Title II classifications as listed in Article 4(c)(1) eff. DOS .**
- Increase Skill Premium for Machinists/Bench Avionics, Welders and **Composites** to be equivalent to an AMT two License Premium eff. DOS.
- Create Weekend Shift Premium for Overhaul Bases as follows eff.DOS:
 - A Premium of \$0.55/hr will be paid for shifts beginning between 2100 Friday & 2100 Sunday.
- Restore License premium, as of DOS, to those AMTs currently working in OSM positions and not being paid license premium as a result of a reduction in force. Management and local TWU to work out terms on getting those employees into AMT positions.
- New Profit Sharing (Continental match)
 - 15% of pre-tax income excluding special, unusual and non-recurring items (1st dollar).
 - The above percentage will create a fund from which awards are distributed to all participating employees. Individual awards will be distributed March 15 of the following year. Payments are not pensionable. Each employee's award will be determined by the percentage of their earnings relative to overall payroll participants.

- This plan replaces the existing profit sharing plan.
 - This plan also replaces the financial and customer service components of the AIP.
- The Company is willing to engage in further discussion relative to an early out incentive program as was proposed by the TWU as an alternative to retroactive pay.

ARTICLE 5 – SHIFT DIFFERENTIAL (Company 5.4)

(See full text.)

- **.51- afternoons**
- **.58- midnights**
- **.61- rotating**

ARTICLE 6 – OVERTIME (Company 6.2)

(Co. Table position – Proposal 6.2)

ARTICLE 7 – HOLIDAYS (Company 7.6)

(Co. Table position – Proposal 7.6)

ARTICLE 8 – VACATIONS (Company 8.4)

(See full text)

- **Current book except add five days for employees with less than five years seniority.**

ARTICLE 12 – PROMOTIONS AND JOBS TO BE POSTED (Company 12.9)

(See full text)

- **Withdraw “must report” language.**
- **Withdraw “proposal on acting Crew Chief”.**
- **Elimination of seven day Labor Loan language, in attachment 12.1 due to change in Article 11.**

ARTICLE 34 - SICK LEAVE (Company 34.2)

(Co. Table position – Proposal 34.2)

ARTICLE 40 – PENSION (Company 40.2)

(Co. Table position – Proposal 40.2)

ARTICLE 41 – BENEFITS (Company 41.3)

(Co. Table position 41.3)

ARTICLE 42 – JOB SECURITY (Company 42.2)

(Co. Table position – Proposal 42.2)

ARTICLE 47 – DURATION OF AGREEMENT (Company 47.4)

- (Co. Table position – Proposal 47.4)

MISCELLANEOUS

- As previously proposed: The Parties agree to discuss modifications to Base Closure at the Local level.