

ARTICLE 1 – SCOPE

- Current book

ARTICLE 2 – DEFINITIONS

- Add “General Subjects Instructor” to (b)

ARTICLE 4 – COMPENSATION

- Pensionable lump sum of 3.5% on date of signing (DOS)
- Structural increase of 1.0% twelve (12) months after DOS
- Structural increase of 1.5% twenty four (24) months after DOS
- Premium Pay
 - The below listed premiums will be as follows:

International/General Subjects Instructor DOS	\$115/month
Simulator Pilot Instructor DOS	\$ 126/month
Ground School Instructor DOS	\$ 94/month
Standardization Coordinator DOS	\$200/month
Work Unit Experience Pay DOS	\$ 50/month

● VARIABLE COMPENSATION

- Mutually commit to develop a variable compensation (Gain Sharing) plan for each agreement, prior to the amendable date, which is based on the following principles:
 - SIMPLE AND EASILY UNDERSTOOD BY EMPLOYEES
 - FISCALLY RESPONSIBLE (SELF FUNDED)
 - PERFORMANCE BASED
 - CONNECTED TO EMPLOYEE ACTION: “LINE OF SIGHT”
 - TIED TO CORPORATE AND LOCAL BUSINESS RESULTS
 - STRUCTURED TO MOTIVATE CONTINUOUS IMPROVEMENT

Replaces the Customer Service component of the AIP plan

● PROFIT SHARING

- 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.
- Replaces the Financial component of the AIP Plan

ARTICLE 6 – OVERTIME

- Current book

ARTICLE 7 – HOLIDAYS

- Rate of pay for all holidays worked will increase to double time (2.0X) following DOS

ARTICLE 8 - VACATION

- Current book

ARTICLE 34 - SICK LEAVE

- Current book

ARTICLE 41 – BENEFITS

- Current book with exception of T/A dated 5/29/09

ARTICLE 42 – JOB SECURITY

- Current book

ARTICLE 47 – DURATION OF AGREEMENT

- Duration of Agreement is until DOS plus 48 months (approximately January 2014)
- Either party may elect to open the agreement six (6) months prior to amendable date

LETTER OF MEMORANDUMS

- Eliminate the Eagle ASM letter outlined in Letter of Memorandum – **SEAT MILES SCHEDULED BY COMMUTER AIR CARRIERS**
- Letter of Memorandum 1 - current book
- Incorporate working together language as proposed in company proposal of September 2008