

Article 1 – Purpose of Agreement

- No changes

Article 2 – Scope of Agreement

- Places strict limitations on a supervisor's ability to perform covered work.
- Increases the minimum penalty for covered work violations.
- Creates weekly averages for departures in cities utilizing third-party contractors.
- Protects all current TWU 555 cities from being outsourced.
- Guarantees once TWU 555 Members are in a new station, they cannot be replaced by third-party contractors.
- Lowers the current departure threshold for the San Juan, Puerto Rico station.

Article 3 – Status of Agreement

- No changes

Article 5 – Classifications

- No changes

Article 6 - Hours of Service/Relief Agents

- Improves language for meal periods.
- Sets award and posting dates for bids.
- Improves Jury Duty language.
- Improves shift trade timeframes.
- Adds shift trade overlap language.
- Raises the Relief Agent premium.

Article 7 – Overtime

- Secures double-time pay for Members picking up another Member's mandatory overtime.
 - Improves rest period language for extensions.
 - Updates overtime closing and assignment procedures.
 - Creates overnight shift preference in the overtime call book.
 - Improves mandatory overtime assignment requirements.
 - Increases per diem from \$35 to \$50 on all charters.
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- Side Letter of Agreement - creates a trial period that provides a monetary incentive for voluntary overtime.

Article 8 - Seniority

- Increases the timeframe for corrections on the biannual seniority list.
- Allows Members to briefly retain seniority when they transfer to another position within the Company.

Article 9 - Training

- Increases per diem within this article from \$35 to \$50 a day.
- Added language for protections on computer-based training.

Article 10 - Part-Time Employees

- Removed outdated language.
- Defined the part-time meal period.

Article 11 - Filling of Vacancies

- Added travel leave language for oversea transfers.
- Strengthened Members' rights when interviewing for other positions under the scope of this Agreement.

Article 12 - Leaves of Absence

- Improved Personal Leaves of Absence language.
- Extended Medical Leave job security.
- Improved Military Leave language.
- Added Parental Leave language.
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Article 13 - Sick and Occupational Injury Pay

- Eases sick pay usage.
- Guarantees Members' rights in treatment provider options.
- Protects the integrity of Employees' treatment regimen.
- Increases maximum limits of OJI leave.
- Adds consistency to the Return to Work (RTW) language.

Article 14 – Vacations/DAT/FTO Days

- Creates improvements to the declaration round.
- Constructs guidelines to award DAT/FTOs above the calculated daily limit.
- Ensures FTOs cannot be changed without the Member's approval.

Article 15 - Reduction In Force/Severance Pay

- Improves the Reduction In Force timeframes with regards to notices, recalls, and pass privileges.

Article 16 - Temporary Assignments

- Establishes a better-defined bidding process, including for temporary and emergency temporary assignments.
- Increases per diem from \$35 to \$50.

Article 17 - Safety and Health

- Memorializes "Safety Check" and "Safety Walk" as two separate events.
- Provides for better communication between the Company and TWU Local 555 Safety Representatives
- Adds pandemic equipment language.

- Article 18 – General and Miscellaneous

- Expands the four-day bereavement period to include additional family Members.
- Provides company-paid parking.

Article 19 - Uniforms

- Simplifies uniform allotment language for all job classifications. The new language makes uniform allowances consistent across all groups.
- Updates the language for maternity uniforms.

- Article 20 - Grievance Procedures

- Improves representation for the Member in the Fact-Finding meeting.

- Standardizes time frames.
- Improves language for System Boards and Mediation/Arbitration.

Article 21 - Moving Expenses

- Creates transfer options for furloughed Members.
- Allows for storage of personal items.
- Increases the personal property weight limit.
- Allows for a cash bonus of \$2,500 in lieu of a paid move.
- Creates an automobile allowance for a second vehicle.

Article 22 – Holidays/Freedays/Flexible Time Off Days

- Secures premium pay rates on four additional holidays a year for all hours worked.
- Establishes that Freeday schedules cannot be changed without the Member's approval.

Article 23 – Attendance

- Reduces the reporting time for a Reported Personal Absence
- Adds protection for Members if there is a mistake on a doctor's note.

Article 24 – 737-800 Series Aircraft

- Provides assistance in the front bin of the 737-800 series aircraft.
- Provides protection language for new types of aircraft.

Article 25 – Savings Clause

- No changes

Article 27 - Profit Sharing

- No changes

Article 31 – Union Membership

- No changes