

Material Specialists – January 10, 2019 Tentative Agreement

	CHANGES to TA-2 (2018)
Art. 1 – Purpose of Agreement	•TA
Art. 2 – Recognition and Scope	•TA - except add LOA that should the Company resume use of covered employees to perform work related to support of GSE, then any of that work previously performed by the Material Specialist classification will be returned to the Material Specialist classification
Art. 3 – Status of Agreement	•TA
Art. 4 – Classifications	•TA - except delete language that “The Company and the Union will jointly review bid locations annually”
Art. 5 – Hours Of Service	•TA - except amend Article 5, Paragraph 15, Subsection d as follows: “Each maintenance base will have stores, flight line, tool room, Kitting/Stores, staging, GSE Shop and Shop/Stores bid locations. The Company is not required to bid or fill these bid locations on all three shifts, except for the Flight Line (to be implemented no later than January 1, 2020) . Any other station or shift may have any or all of the listed bid locations.
Art. 6 – Overtime And Holidays	•TA
Art. 7 – Training	•TA
Art. 8 – Field Service	•TA
Art. 9 – Seniority	•TA
Art. 10 – Filling Of Vacancies	•TA
Art. 11 – Vacations	•TA
Art. 12 – Leave of Absence	•TA

Art. 13 – Sick Leave and On-The-Job Injuries	•TA (but be aware of changes to workers' comp language in TA-2)
Art. 14 – Wages Rules-Shift Premiums-Longevity	•Longevity scale on page 33 of current CBA will now remain part of the CBA and will apply to all employees
Art. 15 – Wage Rates	Based on ratification by March 15, 2019: •Ratification bonus pool of 30% of 2018 401-k eligible earnings •Snap-ups effective April 1, 2019 (pay table attached) •5-year CBA with employees receiving 3% increases April 1, 2020, 2021, 2022 and 2023
Art. 16 – Profit Sharing	•TA
Art. 17 – Safety And Health	•TA
Art. 18 – Severance Pay	•TA
Art. 19 – Moving Expenses	•TA
Art. 20 – Insurance Benefits	•TA
Art. 21 – Grievance Procedures	•TA
Art. 22 - Arbitration	•TA
Art. 23 – General And Miscellaneous	•TA
Art. 24 – Union Representation	•TA
Art. 25 – Union Security	•TA
Art. 26 – Saving Clause	•TA
Art. 27 – Shift/Day Trades	•TA
Art. 28 – Duration Of Agreement	•CBA effective April 1, 2019, amendable April 1, 2024. 12-month early open
LOA 1 – Internal Investigations	•TA
LOA 2 – Vehicle License	•TA
LOA 3 – Apprentice Program	•TA
LOA 4 – Retrieval Of Aircraft Records	•TA

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LOA 5 – Profit Sharing	•TA
LOA 6	Add LOA concerning Article 5, Paragraph 15, Section D
Letter Of Intent 1 – Base City Retrievals	•TA
Letter Of Intent 2 – Employees At Maintenance Repair Vendor	•TA
Letter Of Intent 3 – Kits	•TA
Letter Of Intent 4 – Staging	•TA
Note Of Negotiation 1 – Article 5 And Article 10	•TA
Note of Negotiation 2 – Article 6, Paragraph 1	•TA
Memorandum of Understanding 1	Delete. Now that parties have agreed to return longevity pay to the CBA, this MOU no longer serves any purpose
Consent Decision	•TA

SWA

Howard Henry Jones

IBT

Bill (Jim) Jones

R. B. Jones

J. Jones

Anthony Jones

[Signature]