

SIDE-BY-SIDE – KEY PROVISIONS

PROVISION	NEW CONTINENTAL - IBT M&R AGREEMENT	<u>REJECTED</u> AMERICAN - TWU M&R TENTATIVE AGREEMENT
Scope /Outsourcing	No Change (2009 at~ 45% total MX spend): All WB airframe, all engine O/H and 50% NB airframe O/H outsourced. Currently approximately 650 base mechanics with 337 aircraft.	No Change (2009 at~ 10% total MX spend): includes TAESL. Currently approximately 5374 base mechanics with 606 aircraft.
Scope / ASM Restrictions	No Change: No restrictions (12.5% regional ASM % in most recent quarter)	From 6% to 10% CAP. With exclusions to approx. 12.5%
Signing Bonus / Lump Sum	0-5 YOS - \$500, 6-12 YOS - \$2000, 13-30 YOS - \$4000, >30 YOS - \$6000	6% - Base only (~\$4000 year 6 and higher)
Additional Bonus	\$1,000,000 to be distributed by Union (average of \$250 per EE)	NA
Retro Pay	Pay and premiums retro to 1/1/2009	Pay and premiums retro to 5/5/2010
Crew Chief Premium	5% of top base rate plus longevity (\$1.53 as of 7/1/2010)	From \$1.75 to \$2.75
Line Premium	To \$0.30 on 1/1/2009, \$0.40 on 7/1/2011, and \$0.50 on 7/1/2012	From \$0.55 to \$2.55
License premiums (2)	Increase from \$3.50 to \$4.25	\$5.00
AMT Skill Positions	All AMT skills to \$4.25	All AMT skills to \$5.00
Taxi Run-up premium	\$1.00 per hour for each shift in which technician performs taxi/run-up work	N/A
Shift Differential	0.51, 0.58 and 0.58 for relief mechanics	0.01, 0.02 and 0.03 for relief mechanics
Profit Sharing	2010 CO Plan (First dollar, 15% pretax profit)	Change to 2010 CO Plan (First dollar, 15% pretax profit)
Wage Adjustment / Protection	2.5% increases in 2011 and 2012 No wage protection	1.5% increases in 2011 and 2012. AMT and Plant Maintenance Mech. will maintain current standing industry for top pay and distribute as percentage to all classifications in Title 1 and 2 for duration of agreement.
Market Adjustment Premium	HNL employees will receive \$2.00 per hour for a cost of living. Form a committee to jointly determine the cost of living at the cities where technicians work- to report back to the parties within 6 months.	N/A
Gain-Sharing Provision	N/A	Parties agree to jointly develop a variable compensation plan that will be applicable for employees at the Overhaul Bases. (Metrics to be agreed upon, based on 25% of revenue profits to be distributed)
Holidays	Increase floating holidays from 2 to 4 (paid HO); 6 statute holidays @ 2.5x for HW	Statute holidays from 5 to 8; increase HW rate from 1.5x to 2.0x.

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Vacation	Max remains at 7 weeks @30 years. Additional flexibility increasing VC use as DAT days with CO approval. May defer 3 weeks of VC per year to be paid out at retirement or separation from CO.	Add two personal paid days and restore second week for years 1-5; Max 6 weeks plus 2 days @30 years.
Sick Leave Accrual	No change: 12 days at full pay per year	From 5 days at half pay to 8 days at full pay per year
Sick Leave Bank	No change: Max 200 days	Max from 150 to 250 days
CS Policy	Contractual	Company Policy
Injury on Duty	8 hours per month accrued ID time to a maximum of 700 hours or 87.5 days (rapid re-accrual for catastrophic illness/injury)	First 10 days paid ID
OT	Eliminated 40 hour requirement; double after 12 hrs	No change: 1.5x pay for all OT
Field trip	New flat rate of 1.75 times hourly base rate for all hours away from base.	No change: Straight time for 8 or 10 hours 1.5 OT rate for hours exceeding 8/10 hours.
Moving Expenses	Increases in moving, auto, per diem and hotel expenses not to exceed \$12,000 total (\$2000 increase).	No change: moving expenses per policy guide-plus \$12,500 if a protected employee.
Pension	Letter reaffirming CARP – 1.19% x FAE x YOS. Approximately \$21,420 per year with 30 YOS and FAE of \$60k. 1 st year credited	No change for current employs – 1.667% x FAE x YOS. Approximately \$30,006 per year with 30 YOS and FAE of \$60k. 1 st year waiting period prior to start of credit
401k Match	< 5 years – up to \$300, 5-10 YOS – 1%, 10-15 YOS – 2%, 15+YOS, 3% maximum match	Regular 401 k- no match
New Hire Pension	No change – same as current	New Hires only – Replace DB plan with matching 401(k) plan with 2.5% defined contribution and match of employee contributions up to additional 3%.
Retiree Medical – Pre Medicare Eligibility	Agreed to implement accrued sick leave may be used at rate of 11 hours per month by retirees after age 60+ to continue coverage until Medicare eligible, with no expiration. If TA passes will be in place. Otherwise retiree medical would cease as of July 1, 2010 If no sick leave available must post fund at 100% cost.	No change for over age 50. For age 49 and younger- pre-60 until Medicare eligible: replace prefunding plan with sick leave purchase plan at a rate of 20 hours per month coverage. If no sick available post fund at 25% of cost. New hires sick leave purchase plan at a rate of 20 hours per month coverage. If no sick available post fund at 100% of cost.
Retiree Medical – Post Medicare eligible	No provision	49 and younger - replace with guaranteed issue medical supplement plan at cost.
Amendable	12/31/2012	5/5/2013

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2010 Pay Comparison - Top Scale AMT



2012 Pay Comparison - Top Scale AMT

