U.S AIRWAYS

AGREEMENT

by and between

US AIRWAYS, INC.

and the

Maintenance Training Specialist

As represented by the

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

July 18, 2014
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AGREEMENT

by and between

US Airways, INC.

and the

INTERNATIONAL ASSOCIATION OF

MACHINISTS AND AEROSPACE WORKERS

For

MAINTENANCE TRAINING SPECIALIST "SPECIALISTS"

_______________________________________________

PREAMBLE

This Agreement is made and entered into this 18th day of July 2014 in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between US Airways Inc., hereinafter referred to as the "Company", and the International Association of Machinists and Aerospace Workers, hereinafter referred to as the "Union", Representing the Maintenance Training Specialist, hereinafter referred to as “Specialists.”
ARTICLE 1
PURPOSE OF AGREEMENT

(A) The purpose of this Agreement is, in the mutual interest of the Company and the employees, to provide for operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment under conditions of reasonable hours, proper compensation and working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees to cooperate fully for the attainment of these purposes. To further these purposes, the Company or an International Representative of the Union may request a conference at any time to discuss and deal with any general condition that may arise under the application of this Agreement.

(B) No employee covered by this Agreement will be interfered with, restrained, coerced, or discriminated against by the Company, its officers or agents, because of membership in or lawful activity on behalf of the Union.

(C) It is understood wherever in this Agreement employees are referred to in the masculine gender, it shall be recognized as referring to both male and female employees.

(D) There shall be no discrimination between employees covered by this Agreement because of race, creed, color, national origin, or gender.

(E) Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect.

(F) The Company and the Union agree to comply fully with all applicable Federal and State statutes and regulations prohibiting discrimination with respect to all aspects of employment with the Company. Further, the Company and Union agree that neither shall discriminate against employees covered by this Agreement on the basis of race, color, religion, sex, national origin, age, sexual orientation, handicap disability, current or prior membership in a uniformed service, or status as a disabled veteran.
ARTICLE 2

SCOPE OF AGREEMENT

(A) The Company recognizes the Union as sole and exclusive bargaining agent for those employees described as Maintenance Training Specialist of the Company working within the limits of the United States and its possessions.

(B) The Technical Instruction of Mechanical and Related personnel assigned to inspect, maintain, overhaul or service, company operated aircraft, components and maintenance equipment where performed directly by the Company, is recognized as coming within the jurisdiction of the International Association of Machinists and will be performed by Maintenance Training Specialists. For the purposes of this agreement, technical instruction of Mechanical and Related Personnel is considered to be work involved with the delivery of training covering the repair, maintenance and operation of aircraft systems and components.

Notwithstanding the above it is recognized that:

1. Training involving Utility, MOC, Ground Communications, Stores, Shops, Ground Equipment Specialists, Planners, Technical Documentation Specialists, Quality Assurance Specialists and Inspectors is not exclusive to employees covered by this agreement.

2. Training historically performed by employees covered by this agreement including but not limited to, towing, brake riding, taxi and run-up, fueling, on-call maintenance, APU, GPU, air-start and non-technical maintenance training including but not limited to, receipt and dispatch, door operation, safety, administrative, computer operation, aircraft servicing, de-icing and developmental training is not exclusive to employees covered by this agreement.

3. The Company may utilize vendors in the development and/or delivery of technical Mechanical and Related training, provided such utilization does not directly result in the reduction/layoff of employees covered by this agreement.

4. Employees not covered by this agreement may assist Maintenance Training Specialists in the development of training curricula, when such work is being performed by the Company.

5. Maintenance Training Specialists may be assigned by the Company to duties related to; training other company employees, third party
training, technical assistance to other departments and/or vendors, and any other general administrative work.

6. It will not be considered a violation of this agreement for Mechanical and Related employees to conduct OJT under provisions of the Mechanical and Related Personnel Agreement.

7. The Company reserves the right to contract out any work due to a lack of skills, equipment or facilities.

(C) In the performance of their duties, employees covered by this Agreement shall be governed by Company rules, regulations and orders issued by properly designated authorities of the Company, providing such rules, regulations and orders are not in conflict with the terms and conditions embodied in this Agreement. The Company will, after the signing of this Agreement, cause to be compiled and issued to each present and all new employees the presently applicable conduct rules and regulations, and no such new rules or regulations will be considered effective until copies have been furnished to the Local Committee and conspicuously posted in the working areas at least fourteen (14) days prior to the effective date. In cases where urgent changes are necessary, the Company will notify the Committee and then such changes may be posted and become effective immediately thereafter.

(D) Supervisory personnel will perform no work that is covered by this agreement, except in an emergency and for the purposes of instructing the Maintenance Training Specialists.

(E) The right to hire, promote, discharge or discipline for cause, and to maintain discipline and efficiency of employees is the sole responsibility of the Company. In addition, the equipment to be used and the location of facilities and offices, training course standards, methods of instructions and scheduling of training classes are the sole and exclusive function and responsibility of the Company unless otherwise specified in this Agreement.
ARTICLE 3
STATUS OF AGREEMENT

(A) It is expressly understood and agreed that when this Agreement is accepted by the parties and signed by their authorized representatives, it will supersede any and all agreements existing or previously executed between the Company and any Union or individual affecting the crafts or classes of employees covered by this Agreement.

(B) It is understood and agreed that this Agreement will be binding upon any successors to the present Corporation insofar as it is legally possible. In the event this is not legally possible, the Company and the Union will meet prior to any change and negotiate all possible protection for the employees.

(C) The Company agrees that, in the event of a merger with another air carrier where all or substantially all of the assets and operations of the other carrier are integrated with those of the Company, the Company shall provide to the Company’s employees covered by this agreement the seniority integration procedures of sections 2a, 3 and 13 of the Allegheny-Mohawk Labor Protection Provisions, provided, however that said procedures will not be provided, if and to the extent they are in conflict with contractual or legal obligations.

(D) It is understood and agreed that the Company will not lock out any employees covered hereunder, and the Union will not authorize or take part in any strikes, sit downs, slowdowns, or picketing of Company premises during the life of this Agreement until the procedures for settling disputes as provided herein and provided by the Railway Labor Act, as amended, have been exhausted. The Company will not require the employees hereunder to cross picket lines of the Company's employees legally established under contractual provisions and the Railway Labor Act on or in front of the premises. The individual or concerted refusal to pass such picket lines shall not constitute grounds for discipline, discharge, lay-off, or be considered a violation of this Agreement.

(E) The Agreement shall be binding upon the Company and any Successor, defined as a purchaser, assignee or transferee of all or substantially all of the assets or stock of the Company or US Airways Group. Neither the Company nor US Airways Group shall enter into an agreement with a Successor which creates a Successor Transaction unless the Successor agrees, in writing, as a prior condition of the Successorship Transaction, to cause the Company and US Airways Group to continue to be bound by the Agreement, as it may be amended pursuant to the provisions of
applicable law, and to cause any operating airline which obtains the assets of
the Company to honor and be bound by the Agreement as it may be
amended pursuant to the provisions of applicable law.

If a Successor is an air carrier, and the Successor conducts an
operational merger between the Company and the Successor or another air
carrier, then the Successor will provide the Company employees with a
seniority integration governed by Sections 2, 3 and 13 of the Allegheny-
Mohawk Labor Protective Provision.
ARTICLE 4
CLASSIFICATION AND WORK REQUIREMENTS

(A) Maintenance Training Specialist

The work of a Maintenance Training Specialist shall consist of work generally recognized as Maintenance Technical Training Work as outlined in Article 2 of this agreement and may include but is not limited to the following:

1. Conducting, designing, developing and revising of technical training courses, presentations, and material (both paper manuals and electronic presentations, eg. Power Point). The development of oral, written and practical examinations, as well as the administration of these test and examinations.

2. Training other Specialists.

3. Maintaining and completing any forms used in the training functions including but not limited to: rosters, attendance forms, student evaluations and any proficiency records.

4. Providing technical assistance to other groups, as required, in an advisory capacity regarding aircraft maintenance and operational problems, new procedures and procedural changes.

5. Assisting vendors in the design and development of technical training courses or equipment.

6. Any other maintenance training work assigned by the Company.
ARTICLE 5

HOURS OF SERVICE

(A) A standard workday shall be, unless otherwise specified herein, either eight-and-one-half (8-1/2) consecutive hours, including a one-half (1/2) hour unpaid meal period or ten-and-one-half (10-1/2) consecutive hours, including a one-half (1/2) hour unpaid meal period.

(B) A work week will consist of either five (5) scheduled eight-and-one-half (8 1/2) hour work days, and two (2) consecutive scheduled days off, or four (4) scheduled ten-and-one-half (10 1/2) hour work days and three (3) consecutive scheduled days off, except when:

1. as a result of employee shift swaps; or
2. working a five (5) day workweek an employee’s scheduled days off are Monday and Sunday; or
3. working a four (4) day workweek an employee’s scheduled days off are Monday, Saturday and Sunday or Monday, Tuesday and Sunday.
4. When a workweek, as described in Paragraph C, contains an observed Holiday, the work schedule for that week for all employees will have five (5) eight and one half (8.5) hour work days.

The standard workweek will be five (5) scheduled eight-and-one-half (8 1/2) work days. Employees will work the standard workweek except that each quarter employees may select a four (4) day workweek as described above. Such selection must be submitted to the Company no later than the date prescribed by the Company and must designate the employee’s days-off preference, either Monday, Saturday and Sunday, or Friday, Saturday and Sunday. The Company will provide the appropriate number of four (4) day workweek schedules based on the number of employees selecting a four (4) day workweek. The Company will determine the distribution of the days-off and will be awarded in seniority order.

(C) For purposes of computing pay the workweek shall begin 00:01 hours Monday morning and last through and until 24:00 hours Sunday evening and will include any tour of duty began during this period.

No overtime will be paid as a result of being scheduled different start times on the Posted Schedule as long as there is at least a seven and one half (7 1/2) hour duty free period between scheduled shifts.

The Company will make every effort to allow an employee
required as part of his work assignment to travel during regular work hours.

(D) Employees will be allowed reasonable breaks as determined by the Company.

(E) The Company will determine the monthly work schedules in the Posted Work Schedule (including days off, starting times and known travel and work assignments) and post no later than the 1st day of the month preceding the work schedule. Once posted, employees who are schedule for travel assignments will have their itinerary details approved by the Company as described in Article 7.

Once posted, the Company may change an employee’s schedule as follows:

1. Days off and workdays with a minimum of five (5) days notice.

2. Where the original start time is between 05:30 and 08:30 and where the new start time remains between those hours notification is required no later than the end of their regular shift the day before the change.

3. Start time adjustments not described in (2) above will require notification of three (3) days prior to the change.

4. Overnight Travel Assignments (Field Service), where the employee was not previously scheduled for overnight field service, will require notification of seven (7) days prior to the change.

5. Field service may be cancelled at any time.

6. Work assignments, within their scheduled hours, on a scheduled workday may be changed based on the needs of service.

7. In cases of sickness or the absence of an employee the company may assign a Specialist to cover the absent employee’s posted assignments and the above notification requirements will not apply.

8. No employee will be required to work more than two (2) different basic shifts in a work week. For the application of this provision, the basic shifts will be defined as follows: 05:00 – 11:59 will be shift 1, 12:00 – 17:59 will be shift 2 and 18:00 to 04:59 will be shift 3.

11 Article 5
Minimum notices for schedule changes described above may be waived with mutual agreement of the employee and the Company.

(F) When not otherwise scheduled by the Company in the posted work schedule, employees will have Saturday and Sunday off. When not otherwise scheduled for a specific assignment on a workday as indicated in the posted work schedule, employees will be on “Flex Time”. Employees will elect a normal Flex Time shift starting time not earlier than 05:30 AM or later than 08:30 AM on quarter hour increments (ie example 0530 AM 05:45 AM etc). Employees working a four (4) day workweek may elect a Flex Time shift starting time not earlier than 05:30 AM or later than 07:00 AM. In the event the Company elects to establish permanent schedules with starting times outside of the 05:30 AM – 08:30 AM window, including other periods with flexible start times, classification seniority within the bid area will be used in the assignments.

Employees may request adjustments to their Flex Time and/or workweek quarterly. Where the Company is unable to honor all Flex Time and/or workweek requests, classification seniority within the Bid Area will be used. Approved Flex Time start times will remain in effect unless a change is requested by the employee at the beginning of the quarter and approved by the Company. Any changes required by the Company to posted Flex Times, workweek or days off for a work assignment will be in accordance with Paragraph (E) above.

(G) In each Bid Area the Company may assign one (1) Specialist per week on a rotating basis to Field Service “Relief” to cover unscheduled training requirements that require travel. Employees scheduled as Relief may be assigned other work for which they are qualified when not assigned to travel. When not otherwise scheduled by the Company in the posted work schedule, employees scheduled for Relief will work a five (5) day workweek and have Saturday and Sunday off. When Relief employees are not assigned to travel such employees will work their normal Flex start time. Changes to Relief employee schedules are not subject to the notification provisions in paragraph (E) above.

(H) Employees will not be scheduled for more than thirty (30) overnight stays away from their domicile in a calendar quarter. (Excluding any overnight stays as a result of attending training) without agreement of the Specialists.

(I) Employees will not be scheduled to conduct training for more than three hundred sixty (360) hours in a calendar quarter.
(J) The Company will make every effort to schedule employees off on New Years day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

(K) With Management approval, qualified employees will be permitted to swap shifts and/or days off with other qualified employees. No overtime or paid rest will be due an employee as a result of shift swaps.

(L) Any employee called to work or permitted to come to work when there is temporarily no work due to an Act of God or circumstances over which the Company has no control, shall receive a minimum of four (4) hours pay at regular hourly rates, unless notified by the Company that there will be no work at the close of the last shift he worked, or sixteen (16) hours before the start of his regular work shift, whichever period is shorter.
ARTICLE 6

OVERTIME AND HOLIDAYS

(A) The overtime rate is capped at time-and-one-half the base rate of pay. The rate of time and one-half (1 1/2 x), computed on an actual minute basis, shall be paid for all hours worked in excess of eight (8) hours when scheduled to work a five (5) day workweek or in excess of ten (10) hours when scheduled to work a four (4) day workweek excluding the thirty (30) minute unpaid meal period in any regular work day. For regular days off there will be a weekly forty (40) hour qualifier which must be satisfied prior to being eligible for time-and-one-half rates on a day off. The forty (40) hour qualifier to be used for eligibility will be the scheduled work days in the employee’s workweek. Hours paid but not worked and shift swaps worked will not count toward the forty (40) hour qualifier except that vacation/comp time will count toward the forty (40) hour qualifier. Once the forty (40) hour qualifier has been satisfied, all hours worked excluding the 30 minute unpaid meal period on any of the employees regularly scheduled days off each work week will be paid at time-and-one-half rate.

(B) Employees will observe the following holidays each year on the dates established by Federal Law (where applicable) and all employees shall be paid their straight time rate for eight (8) hours: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.

If a holiday falls within an employee’s vacation period, that employee will be paid in accordance with the first (1st) sentence of paragraph (B) or may elect to convert the holiday pay to eight (8) hours compensatory time subject to the maximum allowable compensatory hours provided for in paragraph (K). No holiday pay will be due to an employee on an unpaid leave of absence or on furlough status.

In addition to the eight (8) hours pay for the holiday, employees who are scheduled to work on a holiday shall be paid at the straight time rate for the first eight (8) hours worked.

(C) An employee who is scheduled to work may, at his option and upon notification to his supervisor, elect to work at the straight time rate on these holidays and receive eight (8) hours compensatory time added to his Compensatory Bank, provided such bank does not exceed one hundred forty (140) hours. Compensatory time off may be taken under the provisions contained in Article 11.
An employee who is scheduled to work on a Holiday and fails to report due to illness or injury shall not use accrued sick leave. However such absence will be considered an attendance occurrence.

(D) The Company shall make reasonable efforts to distribute overtime to available qualified employees on a fair and equitable basis within the Bid Area prior to offering the overtime to other qualified employees.

Where an employee has been awarded overtime, and the conditions change, which would no longer necessitate the overtime, such overtime may be cancelled provided the employee is given notice prior to reporting for the overtime. If notice was not received by the employee prior to reporting, the employee will be permitted to work a minimum of four (4) hours at the appropriate rate if he so desires.

(E) If an employee has worked sixteen (16) consecutive hours or more, the Company reserves the right to disqualify him from working any additional overtime for a period of seven (7) hours. At the end of the seven (7) hour rest period he will again be governed by the overtime rules.

(F) Mandatory overtime may occasionally become necessary and will only be used when the Company determines it is essential to meet the needs of service and after all voluntary options have been exhausted. No employee will be required to work mandatory overtime in excess of eight (8) hours in a twenty four (24) period nor will any employee who has worked sixteen (16) or more continuous hours in a twenty four (24) hour period be required to work mandatory overtime.

(G) Overtime periods of more than four (4) hours will include a thirty (30) minute meal period without loss of pay.

(H) Employees shall be given as much advance notice as is practical when overtime is contemplated. When an employee completes his shift and is recalled to work, not in conjunction with his regularly scheduled shift or is called to work on his scheduled day off, he will be offered no less than four (4) hours work at the overtime rate applicable for each call.

(I) Employees who have been required to work sixteen (16) or more consecutive hours as a result of mandatory overtime will be given a rest of at least seven (7) hours before being required to report to work again. In the event this rest period extends into a regular work shift, the employee will be paid for such time lost at regular straight time rates. The Company may disqualify an employee from working any overtime that may result in a paid rest.
(J) No overtime shall be worked except by direction of the proper supervisory personnel of the Company, except in cases where prior authority cannot be obtained.

(K) Employee’s, at their option may elect to have any overtime worked converted to compensatory time. Overtime hours will be converted at the applicable rate of pay up to a maximum of one hundred forty (140) hours and subject to a minimum one (1) hour overtime work period. Once an employee reaches one hundred forty (140) hours they shall be paid at the applicable rate for all hours worked.

(L) For Overtime and Holiday pay purposes, the twenty four (24) hour period shall begin with the starting time of the employee’s regular shift.

(M) Employees may use accrued Compensatory time in no less than four (4) hour increments when working an eight-and-one-half hour work day or no less than five (5) hour increments when working a ten-and-one-half hour work day subject to the terms of Article 11 paragraph (E).

Employees may request in writing (may be electronic) compensatory time in increments of one (1) hour up to a maximum of three (3) hours subject to management approval.

(N) Employees bypassed for overtime due to a Company error, will be permitted to work a like period at the rate of pay they would have made if they had worked the original overtime period. This overtime will be worked upon mutual agreement between the employee and the Company within thirty (30) days of the bypass.
ARTICLE 7
TRAVEL AND TRAVEL PAY

(A) Employees required to attend training outside their location on a scheduled workday will receive a minimum of eight (8) hours pay inclusive of travel time. Employees required to attend training outside their location on a scheduled day off will be compensated at the applicable rate for actual classroom hours.

(B) Employees required to attend or conduct training outside their location on a scheduled work day are compensated for travel by the most direct route at straight time rates. Travel time includes all required flight time, all required connecting and required waiting time from the conclusion of training, excluding overnights. All travel time on a scheduled day off will be paid at the employee’s time-and-one-half (1 1/2) rate. Additionally, travel time will begin one (1) hour prior to the scheduled departure time of the flight that originated the trip for domestic locations and two (2) hours prior to the scheduled departure time of the flight that originated the trip for International locations. Employees, at their option, may elect to have any travel time converted to compensatory time.

(C) An employee will have his itinerary and work schedule, including all training, known expenses and overtime approved by his supervisor before the commencement of the travel.

(D) Reasonable and customary expenses associated with travel, excluding mileage to and from the airport at your home base, will be reimbursed per Company policy. Including but not limited to:

1. Employees required to remain overnight in conjunction with assignment, will be permitted individual hotel accommodations.

2. When required to remain overnight to attend or conduct training in locations where transportation between the hotel and the training event is not available, the Company will authorize a rental car, taxi or other means of transportation. When rental cars are authorized employees may be required to share the rental car with fellow employees.

3. When required to remain overnight to conduct training and no meal is available at the hotel and the hotel does not provide shuttle service, rental car or taxi may be authorized provided the rental car/taxi is approved by management prior to the employee’s departure from their home station.
4. The Company will issue Positive Space authority for all on-line required business travel.

(E) Employees will not be required to fly on a single engine aircraft in the performance of their duties.

(F) Airport parking passes may be made available to the Maintenance Training Specialists required to travel. In cases where parking passes are not available, employees will be reimbursed for applicable long term parking expenses incurred.

(G) No employee will be required to travel and/or conduct training classes outside the US Airways system and/or outside of locations where the Company has aircraft maintenance performed unless the Company and the employee reach a mutual agreement on all issues related to the assignment, excluding base rate of pay.

(H) Prior to the commencement of travel, employees may request a cash advance of up to fifty dollars ($50.00) for domestic travel or seventy-five dollars ($75.00) for International travel per day for a field service or training assignment that involves an overnight stay.

(I) If for any reason the employee on a training assignment away from his base is released by an authorized agent of the Company for a period of eight (8) consecutive hours or more, he shall not be paid for the time released, but in no event shall the employee receive less than eight (8) or ten (10) hours pay based on the employee’s schedule for the day, during any twenty-four (24) hour period while away from his base station.

(J) The Company will reimburse Training Specialists for the cost of passports, passport renewal, passport photos, visas and inoculations where Training Specialists are required to have these as part of their job assignment.
ARTICLE 8

SENIORITY

(A) Maintenance Training Specialist classification seniority shall commence with the date the employee enters into the classification. Classification seniority shall govern in the case of displacement, filling bargaining unit vacancies, bidding shifts and days off within the bid area, reductions in force and recalling after a layoff. If two or more employees have the same classification seniority, the employee with the earlier company date of hire seniority shall be senior. If two or more employees have the same classification seniority and company date of hire seniority, the employee with the highest last four (4) digits of his social security account number shall be senior.

(B) Seniority for pay purposes, Pay Date Seniority, shall commence with the date of entry into the Specialists Classification. Seniority for pay purposes shall be adjusted for:

1. All time lost due to an unpaid leave.
2. All furloughs extending beyond ninety (90) days.
3. All unpaid suspensions extending beyond thirty (30) days.

(C) Company Date of Hire Seniority shall govern for vacation accrual, on-line non-revenue space available travel, and service awards.

(D) An employee shall lose all seniority and be removed from the seniority list when:

1. He quits, resigns or retires.
2. He is discharged for just cause.
3. He does not inform the Company, within fifteen (15) days after receipt of the notice of recall, of his intent to return to work, or the employee fails to report to work within fifteen (15) days of receipt of the notice of recall.
4. He fails to return from a leave of absence within the scheduled period.
5. His recall rights expire.
6. Otherwise provided for in this Agreement.

(E) All recall notices sent to furloughed employees will be delivered via certified mail, return receipt requested to the employee at the last address filed by the employee with the company. Employees who are laid off shall continue to accrue classification seniority and maintain recall for five (5) years from date of lay-off. Employees who refuse recall to the location from which they were laid off from, will have their names removed from the seniority roster and shall be deemed to have resigned.

(F) The Company shall post a seniority list by the last day of January of each year and employees or the Union may protest any omission or error affecting any employee's seniority within thirty (30) days of the current posting. Any employee on leave at the time of posting will have a period of fifteen (15) days from his date of return to service to file a protest.

(G) In the event of the geographical relocation in whole or in part of any of the work performed by employees covered by this Agreement, the employees affected will be given an opportunity to transfer to the new location. Affected employees transferring to the new location will be provided settling expenses and the movement of household effects provided for under corporate policy, section B-7, non management relocation and housing assistance dated February 27, 1998. Employees so transferred shall suffer no loss of seniority or pay, nor any reduction in classification or hourly rate.

(H) When it becomes necessary to reduce the working force at any location, seniority as per paragraph (A) above will govern. Fourteen (14) calendar days notice will be given employees affected before any normal reduction is made and a list of those to be laid off will be furnished to the Local Chairman and General Chairman prior to notifying the employees affected. Not withstanding the above, where there is temporarily no work because of work stoppage or strikes by employees of the Company, and it becomes necessary to reduce the working force at any location, the Company retains the right to lay off employees with twenty-four (24) hours notice or eight (8) hours pay.

(I) Employees laid off in a reduction in force or displaced by senior employees may fill any available vacancy on the system or exercise their seniority as follows:

- Displace the junior employee at the location, if unable,
- Displace the junior employee at any location within their classification or accept furlough.
Such rights must be exercised within five (5) working days after receipt of reduction or displacement notice and employees will be subject to a 12 month stability period. Employees in a stability period will be eligible to compete for any vacancies that become available at the station they were bumped from.

(J) New employees shall be regarded as probationary employees for one hundred twenty (120) work days of employment, and there shall be no responsibility on the part of the company for the re-employment of probationary employees if they are discharged or laid off during this period. If retained in service after the probation period, the names of such employees shall be placed on the seniority list under the provisions contained in the agreement. During probation, the company will set the employees work schedule. Probationary employees are not eligible for vacation, or sick leave accrual until completion of the probationary period, at which time vacation and sick leave accrual will be retroactive.

(K) An active Maintenance Training Specialist who accepts a first level Management position or below within the Maintenance Department shall retain all accrued seniority under this agreement and will continue to accrue seniority for pay purposes only as a Maintenance Training Specialist. An active Maintenance Training Specialist who transfers to a position outside of the bargaining unit, within or outside of the Maintenance Department may, for a one-hundred-eighty (180) day period, exercise all seniority accrued in the case of a reduction in force, demotion, discharge for incompetency, or should such employee voluntarily decide to return to a covered position, to a vacancy in his previous location and if no vacancy, displace the junior employee in that location.

Any active employee accepting a position outside of the bargaining unit, outside of the Maintenance Department shall retain all accrued seniority for one-hundred-eighty (180) days after leaving the bargaining unit and shall thereafter forfeit it.

After the expiration of the above prescribed period, the employee who transferred outside of the bargaining unit, within the Maintenance Department, who returns to a position under this Agreement in the case of a reduction in force, demotion or discharge for incompetency, may only exercise his seniority to a vacancy or displace the most junior employee on the system.
(L) Employees may upgrade temporarily to a first level management position within the Maintenance Training Department, for a maximum of sixty (60) workdays in any calendar year without any loss of seniority.

(M) Employees, injured in the service of the Company and are unable to perform their normal work assignments, will be permitted to work in a limited duty status for up to a maximum two hundred sixty (260) workdays during their career. An occupational injured employee is required to accept a limited duty position provided he is qualified and the duties of the position do not exceed the restrictions provided by the employee’s physician. The Company may assign a limited duty employee any work for which he is qualified.
ARTICLE 9
FILLING VACANCIES

(A) Maintenance Training Specialists positions which the company decides to fill will be awarded in the following order:

1. The senior Maintenance Training Specialist within the location, including those with recall to that location, who meets the minimum qualifications and who is not in a stability period.

2. The senior Maintenance Training Specialist from outside the location, who meets the minimum qualifications, and who is not in a stability period.

3. The senior Maintenance Training Specialists who meets minimum qualifications and who has completed at least fifteen (15) months of his stability period. The stability period may be waived for a vacancy in a new bid area.


(B) The minimum qualifications which may be used in the filling of vacancies within Bid Areas are as follows:

1. Line Maintenance Bid Areas: valid A and P License, three years (3) experience performing aircraft maintenance on commercial aircraft or the military equivalent. Line Maintenance will consist of two bid areas (Airbus and Boeing). There will be no requirement for a Boeing bid area when the Company’s aircraft fleet no longer contains Boeing series aircraft.

2. Avionics Maintenance Bid Area: valid A and P License, three (3) years experience performing avionics maintenance on commercial aircraft or the military equivalent.

3. Base Maintenance Bid Area: valid A and P License, structural repairs or aircraft maintenance on commercial aircraft or the military equivalent.

4. General Bid Area: valid A and P License, three years (3) experience performing aircraft maintenance on commercial aircraft or the military equivalent.

(C) Employees will be in a stability period of thirty (30) months of active employment from the date awarded a bid to another location and/or
bid area. Employees in stability periods may only bid according to Section A, item 3, of this Article.

(D) Employees who transfer to a new bid area on a local or system bid will have a probationary period of sixty (60) active workdays. Employee failing to demonstrate the adequate skills during probation will be returned to their former bid area and location provided they are senior to the junior employee in that bid area. If the employee does not have sufficient seniority to return to his former location and bid area, he will be placed in an unfilled vacancy at his former location. If there are no unfilled vacancies he will be reassigned by the company to a position for which he is qualified in his former location. Employees failing to pass probation will not be permitted to bid another position for a period of six (6) months from the date of their return.

(E) Each Location will maintain a local Bid preference file. Employees desiring a change to a different bid area within the location must have a bid on file prior to the time of the award. Vacancies, which the company decides to fill, will first be filled by utilizing the local bid preference file. Vacancies not filled by the local bid preference process and new Bid Area vacancies will be filled as described in paragraph (F) below. Employees will be required to accept a bid that is awarded.

(F) System Vacancies will be posted to all employees via E-Mail on Mondays and will remain posted for ten (10) days before it is closed after which, the Company will award the vacancy as described in paragraph A and B above. Employees may submit a bid for this vacancy to the Manager of Maintenance Training or his designee any time prior to the closing date, with a copy to the Local Union Committee. Employees who refuse a system bid award will not be eligible for any system bids for a period of six (6) months.

(G) Employees awarded a system bid, may be scheduled to report for work at the new location no earlier than five (5) days, but no later than fourteen (14) calendar days after notification of the award as determined by the Company. Reasonable time off, up to three (3) work days for relocation purposes may be requested by the employee and will be granted where appropriate as unpaid, however the employee may use accrued COMP or DAT days in lieu of being unpaid. Employees relocating under these provisions are responsible for all of their relocation expenses.

(H) Training that is common to multiple types of aircraft may be assigned to any bid area. (i.e. winterization, taxi and run up, etc.)
The Company agrees to have the minimum Bid Areas as described in paragraph B above within the Maintenance Training System. The company has the right to establish and/or delete additional bid areas based on needs of service provided the company maintains the bid areas described in paragraph (B) above within the system. It is understood that each location is not required to have and/or maintain each of these Bid Areas.

When the Company determines, based on the needs of service, that a reduction of employees in a Bid Area at the location is needed and there is an equal number of positions required in another Bid Area at that location, the Company may reallocate the manpower utilizing a local realignment. In the event of a local realignment volunteers in the bid area with the overage will be moved in seniority order to the open positions. In the event there are insufficient volunteers, junior employees in the bid area with the overage will be moved.

Locations with five (5) or fewer Maintenance Training Specialists may be considered a single Bid Area and be assigned any maintenance training duties.

At Locations with more than five (5) Maintenance Training Specialist, the company will make every effort to assign specialist work that falls within their bid area. However, the company reserves the right to assign specialist other work for which they are qualified based on the needs of service.

If a Mechanic and Related employee is hired as a Maintenance Training Specialist, such employee will be placed on the pay step of the Maintenance Training Specialist pay scale closest to, but not lower than their existing base rate of pay. This provision only applies to Pay and not classification seniority as a Maintenance Training Specialist.

The Company may hire a new Employee(s) at a pay scale step above the beginning step provided there is not a more senior Employee who is paid less than such new Employee(s). The Company retains the right to pay the wage rates stated in the pay scale to Employees hired subsequent to any Employee(s) hired and paid at a rate above the beginning step.
ARTICLE 10
LEAVES OF ABSENCE

(A) When the requirements of the service will permit, any employee may be granted a leave of absence for a period not to exceed ninety (90) days and with Company approval may be extended for additional periods not to exceed ninety (90) days. The employee shall retain and continue to accrue seniority during any leave of absence. Request for a leave of absence shall be submitted to the Company in writing and return approval shall be in writing.

(B) Employees accepting full time employment with the Union shall, during such employment, be granted an indefinite leave of absence by the Company. Such leave will not affect the seniority status of the employee. The employee selected as System General Chairman shall have all employee benefits, continue in effect during his leave of absence.

(C) Any employee who has exhausted all sick leave, and continues to be absent due to sickness or non-occupational injury, must apply for a medical leave of absence on the standard leave of absence form, and must present proper medical documentation detailing reason(s), physical limitations, time limits, etc.

An employee granted an indefinite medical leave which does not detail time limits shall at the end of the first ninety (90) day period and thereafter reconfirm his sickness or physical disability provided he is able.

(D) An employee applying for an educational leave of absence must specify the entire period of time he plans to remain on such leave in order to obtain the desired education and, if the leave is granted, any return prior to the specified time requested shall be to a vacancy filled per Article (9). An employee granted an educational leave of absence shall continue to accrue seniority during the first ninety (90) days of such leave. For educational leaves in excess of ninety (90) days, the employee shall retain but shall not accrue seniority. An employee granted an educational leave of absence shall advise the Company and the Union ten (10) days in advance of his intention to return.

(E) An employee returning from an authorized leave of absence, or extension thereof, will be returned to the bid-area and shift held when the leave was granted. If the job no longer exists, or has been filled by another employee, he shall:
1. Displace any junior employee in the location in a position for which he is qualified.

2. If not qualified for any positions at that location, he may displace the junior employee in the location.

3. If the returning employee’s seniority does not allow him to hold his location, he may displace any junior employee in the system.

(F) Any employee who engages in gainful employment, while on a leave of absence, without written permission from the Company, shall be deemed to have resigned and his name stricken from the seniority roster.

(G) Employees will receive a maximum of eighty (80) paid hours off within a fourteen (14) calendar day period in a calendar year for reservist summer camp training that will not count against the employee’s vacation. The Company will pay the employee the difference between his regular pay, excluding shift premium, and the amount received from the military. Employees will be required to provide the Company with a copy of their reserve training orders and will be required to submit to the Company proof of the amount of pay received from the military within seven (7) days after the employee returns. This amount (excluding expenses) will be deducted from the employee’s next paycheck. The Company will comply with applicable Federal laws governing the reemployment rights of veterans returning from military leave.

(H) Any employee elected or appointed to a full-time governmental office (i.e., Federal, State, Local) will be granted a political leave of absence not to exceed the term of office, or subsequent reelection or reappointment. The application for a political leave must be made in writing to the Company, with a copy to the Union. An employee granted a political leave will retain and accrue classification seniority for the period of the leave, however, no other Company benefits or privileges will be granted or accrued, nor will time on political leave constitute continuous service for pension plan benefits. Employees granted a political leave must give thirty (30) days notice of intent to return.

(I) An employee may request a one time payment for all or part of his accrued vacation / comp time while on an unpaid leave of absence. However such payment will not effect the employee’s leave status.

(J) Bereavement leave will consist of three (3) workdays off with pay for death in an employee’s immediate family will be extended to the
An employee who is required to serve jury duty shall notify his Supervisor immediately by giving the Supervisor a copy of the court notice, which will be sent to the Payroll Department. The employee will continue to receive his regular straight time pay with premiums while serving on jury duty, if he follows the procedures set forth below:

1. He submits proof to his Supervisor of the amount of jury duty pay he received within seven (7) days after his return from jury duty. This amount, excluding expenses, is then deducted from his next scheduled paycheck.

2. He will receive the difference between his regular straight time pay with premiums and the amount he receives from jury duty.

3. If the employee is released from jury duty within two (2) hours of reporting for such duty and his scheduled workday has not ended, he is required to report to work.
ARTICLE 11
VACATION WITH PAY

(A) Employees hereunder shall become entitled to and receive vacations in accordance with the following:

1. During the employee's first calendar year of service, he earns eight (8) hours vacation for each full calendar month of employment up to a maximum of eighty (80) hours vacation (no hours are earned in June or October).

In the first month of hire, vacation credit will be given if hired on or before the fifteenth (15th) of that month. Probationary employees are not eligible for vacation period credit or accrual until completion of their probationary period, at which time accrual will be retroactive.

2. Vacation allowances are as follows:

<table>
<thead>
<tr>
<th>Completed Years of Service</th>
<th>Vacation Allowance in Work Hours</th>
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<tbody>
<tr>
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<tr>
<td>5</td>
<td>120</td>
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<td>12</td>
<td>160</td>
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<td>200</td>
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(B) Employees will be required to bid and take a minimum of two (2) weeks vacation annually. Any unused vacation hours will be paid to the employee during the first quarter of the following year (except as provided for in paragraph (J) below). These hours will be paid at the rate of pay on December 31st of the calendar year, in which they were earned.

(C) Vacations will be taken in the year earned. Employee's vacation accruals in the current year may be taken in advance of time earned. Vacation accruals will be earned from employees’ date of hire. Employees, who have a negative vacation balance at the end of the year (except as provided for in paragraph (I) below) or upon their separation from the company for any reason, will be required to repay the days through payroll deduction.

(D) Vacation pay is computed at the employee’s regular rate of pay, excluding shift premiums.

(E) Employees who have satisfied the provisions of paragraph (B) above may use any additional vacation time as day at a time vacation
(DAT). Employees will be permitted to use DAT / Comp time provided they submit a request to the company in writing on the appropriate form no more than thirty (30) days prior to the day off requested. The company will award DAT/COMP requests subject to the training requirements no earlier than ten (10) days prior to the day off. DAT/Comp awards will be made to the senior employee with a request on file at the time of award. Once awarded, Vacation/DAT/Comp time will not be rescinded without mutual agreement of the company and the employee. The company may consider granting any requests with less than ten (10) days notice based on training requirements.

(F) Vacation request for the following year must be requested in writing and submitted no later than October 15. Vacation weeks will be bid based on five (5) eight-and-one-half (8.5) hour days. Vacation requests will be awarded by classification seniority in full week increments on a single round basis. The weeks requested are to be contiguous with the employees scheduled days off unless the employee and the company agree otherwise. The company will grant Vacation requests for thirty three and a third percent (33.3%) of the employees in each bid area at each station with a minimum of one (1) using standard rounding for each week. Vacation requests, which exceed the thirty three and a third percent (33.3%) minimum, will be approved as outlined in the paragraph below.

The company may award Vacation requests above the minimum, or requests submitted after October 15 providing the training requirements can be met, as determined by Local Management.

(G) Any unused accrued vacation or compensatory time will be paid at the employee's then current rate of pay, upon separation from the Company for any reason. In case of the death of an employee, the amount due shall be paid to his legal heir or representative.

(H) Employees must be in active pay status for ten (10) or more work days in a month in order to accrue vacation for the month. Employees who are receiving severance/furlough allowance will not be considered in an active pay status.

(I) Employees with a negative vacation balance who used vacation and subsequently failed to accrue sufficient vacation as a result of being in an unpaid Medical or Occupational Injury Leave status, may have their next years vacation allotment reduced accordingly or repay the company for the negative vacation through payroll deduction. Employees who have bid more vacation than they will accrue will be required to cancel bid vacation time accordingly.
(J) Bid Vacation periods may not be cancelled unless another vacation period can be simultaneously awarded.

(K) With management's approval, subject to the needs of service, trading or canceling of vacation periods is permitted.
ARTICLE 12
SICK LEAVE

(A) Employees who have satisfactorily completed their probationary period shall be credited with sick leave accrual for each full month of active service retroactive to their date of entry into the department. Employees currently on the seniority roster as of the effective date of this agreement shall have their current accrual carried forward. Total accumulative sick leave credit shall not exceed twelve hundred (1200) hours. Employees who have a sick leave balance on the effective date of this agreement greater than twelve hundred (1200) hours, will retain that balance but will not accrue any more until the employee drops below the twelve hundred (1200) hour point.

Sick leave will be accrued at the rate of 6.4 hours for each month of active service except no sick leave credit is accrued during the months of June and October with a maximum yearly accrual of 8 sick days. Sick leave pay will be at the employee’s regular rate of pay, excluding shift premiums and can only be used for personal illness or injury off the job or as provided for in paragraph (B) below.

(B) Employees on sick leave shall receive their sick leave compensation for the time accrued to their personal sick leave credit on the regular established pay days. Employees shall be paid beginning with and including the first (1st) day of any illness based on their work schedule for each day, provided they have sick leave remaining in their bank. Employees must be in active pay status for eighty (80) regular scheduled hours (does not include overtime or shift swap hours) or more in a month in order to accrue sick leave for the month.

(C) Non active employees must have been in an active pay status for eighty (80) regular scheduled hours (does not include overtime or shift swap hours) or more in a month in order to be paid for holidays that fall during the month.

(D) It is the responsibility of the employee absent from work because of illness or injury to immediately report such absence and reasons therefore to his immediate Supervisor or designee as far in advance as possible. Failure to give such notification at least one (1) hour prior to the start of his shift will make the employee ineligible for sick pay and may subject the employee to departmental attendance control provisions.

(E) The Employees and the union recognize their obligations of being truthful and honest in preventing unnecessary absences or other abuses of sick leave privileges. Employees may be required to present confirmation of
illness and the company reserves the right to require, when in doubt of a
bona fide claim a physician’s certificate to confirm such sick claim. Abuse
of sick or OJI leave will subject the employee to disciplinary action up to
and including termination.

(F) Engaging in gainful employment while on sick or OJI leave without
written consent from the company will be considered to be abuse of sick or
OJI leave.

(G) Sick balances will be maintained while the employee is on furlough
and/or an authorized leave of absence.

(H) Employees will be required to exhaust all accrued sick leave for
personal injury or illness prior to being placed on an unpaid leave status.

(I) Employees are required to exhaust all paid leave, including
vacation prior to being placed on unpaid leave for approved non OJI
approved FMLA and/or any unpaid Medical Leave. Employees may not use
sick leave to supplement OJI but may use vacation for FMLA OJI and may
use vacation for non FMLA OJI.
ARTICLE 13
TRANSPORTATION

(A) Employees and their immediate family will be granted the same transportation privileges on the Company's system as may be established by Company policy for all personnel.

(B) The Company will provide Space Positive Travel to Company employees and retirees on permanent full-time Union business representing the Maintenance Training Specialist group as follows:

The Company will authorize reasonable space positive travel (on a self-book basis) for one (1) union official, providing that:

- Such official is an employee or retiree of the Company,
- Are on full time union leave, and
- Where the majority of their Union duties are related to the Company.

Such space positive travel is only authorized where the purpose of the travel is all or substantially all related to the Company. Space positive travel is not authorized for commuting, or any union business including but not limited to training and union conventions. Officials authorized space positive travel will be required to complete a monthly summary (no later than 10 days from the close of the previous business month) detailing all space positive travel in the applicable month.
ARTICLE 14
GRIEVANCE PROCEDURE

(A) The Union will be represented by properly designated committeemen in each location. Committeemen shall be allowed whatever time is required for authorized Union business during working hours, consistent with the needs of the service and shall be compensated for such time at their straight time rate. "authorized Union business" is that relating to the investigation of grievances, disputes, disciplinary action hearings, and grievance meetings with officials of the Company. In the conduct of such authorized Union business, the committeemen shall notify their supervisor of their desire to leave their work place, the reason therefor, and shall notify their supervisor of their return. When it is necessary for committeemen to enter a department other than their own, they shall report immediately to the supervisor of that department stating the nature of their business.

It is understood that officials of either party having responsibility under this procedure may delegate those responsibilities to another authorized representative. The Union and Company will, at all times, keep the other party advised through written notice of any change in authorized representatives.

The General Chairman, Assistant General Chairman, or other accredited representatives of the Union shall be permitted at anytime to enter shops or facilities of the Company for the purpose of investigating grievances and disputes after contacting the Company representatives in charge and advising the purpose of their visit.

(B) For the presentation and adjustment of disputes or grievances that may arise, the procedure will be as follows:

Oral Step - Any employee or group of employees who believe he has been unjustly dealt with or that any provisions of this Agreement have not been properly applied or interpreted, may orally present his grievance to their immediate Supervisor/Manager with the steward or committeeman present within five (5) days of the occurrence that leads to the grievance. The Supervisor/Manager shall give an oral decision to the Steward/Committeeman within forty eight (48) hours after the discussion. Oral step decisions are non-precedential.

Step Two - If the employee is not satisfied with the verbal decision of the employee's immediate Supervisor/Manager, then the matter, through the local committee, must be reduced to writing on a standard grievance form and given to his department Director/Manager within five
(5) days of the verbal decision. The department Director/Manager will render a decision in writing to the employee within ten (10) days of receipt of the grievance, and a copy of the decision will be provided to the accredited representative of the Union. Step Two (2) decisions are non-precedential.

**Step Three** - If no satisfactory adjustment is reached in Step Two (2), or the special hearing per paragraph (D) of this article, the decision may be appealed with or through the Assistant General Chairman or his designee within fourteen (14) days of the receipt of the decision to the Vice President- Labor Relations, or his designee. The Vice President- Labor Relations, or his designee, shall schedule meetings consistent with the availability of the Assistant General Chairman on a frequency that will assure timely resolution or disposition of the grievances. The Vice President- Labor Relations or his designee shall render a decision in writing in the space provided for it on the standard official grievance form as soon as possible but not later than thirty (30) days following the date of the step three (3) meeting.

**Step Four - System Board of Arbitration** - If no satisfactory adjustment is reached in the previous Step, the decision may be appealed to the system board of arbitration by presenting it through the Assistant General Chairman. The written appeal must be submitted by the Assistant General Chairman to the Vice President- Labor Relations or his designee within thirty (30) days of the receipt of the Step Three (3) decision.

(C) No employee who has been in the service of the Company for more than one hundred twenty (120) work days will be disciplined, suspended or discharged without being advised in writing of the charge(s) preferred against him leading to such action. Such notice shall be presented to the employee not later than fourteen (14) days from the time the Maintenance Training Department learns or reasonably should have learned of the facts on which such charges are based, with a copy to the Local Committee and Assistant General Chairman.

(D) In cases of suspension or discharge, employees will be granted a special hearing as described below, provided a request is made in writing to the Director/Manager within ten (10) days from the suspension or discharge. The hearing will be scheduled within ten (10) days of the Director’s/Manager’s receipt of the grievance. The Director / Manager will render a decision in writing to the employee within ten (10) days of the hearing, and a copy of the decision will be provided to the accredited
representative of the Union, and thereafter steps three (3) and above will apply.

(E) The hearing officer of any suspension or discharge case shall have the authority to grant relief including back pay, seniority and record correction appropriate to cases where it is decided to reduce or eliminate disciplinary penalties determined to be unwarranted.

(F) Time Limits-

1. The time limits set forth in this article may only be waived by mutual, written agreement of the parties.

2. Failure of the company to answer grievance within the prescribed limits at any step automatically moves such grievance to the next level of the grievance procedure.

3. Failure of the employee or his Union representatives to comply with any of the prescribed time limits will withdraw any such grievances from further consideration.

(G) Probationary employees may be disciplined or discharged at the company’s discretion and no probationary employee shall have the right to grieve any disciplinary action of the company.

(H) All hearings and investigations will be conducted during regular day shift working hours and committee members and necessary employee witnesses shall receive straight time rates while handling grievances or attending investigations.

(I) No employee selected as a committeeman or officer of the Union will be discriminated against for lawful activity on behalf of the Union.
ARTICLE 15

SYSTEM BOARD OF ARBITRATION

(A) In compliance with Section 204, Title 2 of the Railway Labor Act, as amended, there is hereby established a System Board of Arbitration (the Board) for the purpose of adjusting and deciding disputes or grievances which may arise under the terms of this Agreement, and which are properly submitted to it after exhausting the procedure for settling disputes as set forth under Article 14. However, by mutual agreement, any cases properly referable to the Board may be submitted to it in the first instance.

(B) The Board shall consist of three (3) members; one (1) selected by the Company, one (1) selected by the Union and one (1) selected for each dispute from a panel of ten (10) Arbitrators as established in the Mechanical and Related Personnel Agreement.

(C) The Board will meet where the main operating bases of US Airways are maintained, unless otherwise mutually agreed between the parties.

(D) The Board shall have jurisdiction over disputes between any employee covered by this Agreement and the Company, growing out of grievances or out of interpretation or application of any of the terms of this Agreement. The jurisdiction of the Board shall not extend to proposed changes in hours of employment, basic rates of compensation or working conditions covered by this Agreement or any of its amendments.

(E) The Board shall consider any dispute within the Board’s jurisdiction submitted to it by the Union’s District 142 General Chairman or Assistant General Chairman or by the Company’s Chief Operating Officer, or his authorized representative, when such dispute has not been previously settled in accordance with the terms of this Agreement.

(F) An employee covered by this Agreement may be represented at Board hearings by a person(s) designated by him and the Company may be represented by a person(s) designated by it. Evidence may be presented both orally and in writing. Individual members of the Board may summon any witnesses who are employed by the Company and who may be deemed necessary by the parties to the dispute.

(G) The decision of the Board shall be rendered within thirty (30) days after the close of the hearing. A majority vote of the members of the Board shall be necessary to make a decision. The decisions will be final and binding upon the Company, the Union and the grievant(s).
(H) The time limits specified in this Article may be extended by mutual agreement between the parties to this Agreement.

(I) Nothing contained in this Article will be construed to limit, restrict, or abridge the rights or privileges accorded either to the employees, the Company, or their duly accredited representatives under the provisions of the Railway Labor Act, as amended.

(J) The Board shall maintain a complete record of all matters submitted to it for consideration and of all findings and decisions made by it.

(K) Each of the parties will assume the compensation, travel expense and other expenses of the Board members selected by them. The designated Company member and Union member, acting jointly, shall have the authority to incur such other expenses as, in their judgment, may be deemed necessary for the proper conduct of the business of the Board, and such expenses including the cost of the Neutral shall be borne one-half (1/2) by each of the parties.

(L) Each of the parties will assume the compensation, travel expense and other expenses of the witnesses called or summoned by them. A witness who is an employee of the Company shall receive free round trip transportation over the Company system, so far as space is available from the point of duty or assignment to the point at which he must appear as a witness, to the extent permitted by law.

(M) Company and Union members will be granted necessary leaves of absence for the performance of their duties. Board members shall be furnished free round trip transportation over the Company system so far as space is available for the purpose of attending meetings of the Board, to the extent permitted by law.

(N) A Board member shall be free to discharge his duty in his capacity as a Board member in an independent manner without fear that his individual relations with the Company or with the Union may be affected in any manner by any action taken by him in good faith.
ARTICLE 16
SAFETY AND HEALTH

(A) The Company hereby agrees to maintain safe, sanitary and healthful conditions in all facilities and to maintain at all times a registered first aid station to take care of its employees in case of accident or illness.

The Company agrees to furnish good drinking water and sanitary fountains and/or dispensers will be provided. The washrooms will be kept in good repair and in a clean, dry and sanitary condition. The Union and employees recognize their duty and responsibility to assist in maintaining safe, healthful and sanitary conditions. Classrooms, offices and washrooms will be lighted, ventilated, heated and air conditioned in the best manner possible, consistent with the sources of heat, air conditioning, ventilation and light available.

(B) The Company, Union and employees will cooperate towards a prevention of work related accidents and the furtherance of an aggressive safety program.

A Safety Committee will be established at each location where employees are based. Such Committee shall be comprised of one (1) Company and one (1) Union representative. The Safety Committee shall meet when necessary to resolve any safety issues.

Reasonable time without loss of pay will be allowed Union members of the local Safety Committee to investigate and handle safety complaints related to their location. Union Safety Committee members will receive authorization from their immediate supervisors for necessary time to handle such matters and will return to their work places promptly following conclusion of safety related activities.

Union members of the Safety Committee will function in an advisory capacity and will be informed of all lost time accidents.

(C) The Company will furnish protective apparel, equipment and devices as required to perform the work.

(D) Employees injured while at work shall be given medical attention at the earliest possible moment, and employees shall be permitted to return to work without signing any release of liability pending the disposition of settlement of any claims for damage or compensation. Such injured employees who are able to work will be allowed to obtain medical attention without loss of time. It is the responsibility of the injured employee to
report an injury to his immediate supervisor during the work period in which
the injury occurred, if physically possible.

(E) The Company will provide noise abatement earmuffs to employees
who work in areas where they are required. Each employee who desires
noise abatement earmuffs must request same in writing.

(F) The Company will provide rain gear when properly requested to
employees covered under this agreement and will replace any item deemed
to be unserviceable at no cost to the employee.

(G) Employees shall not be required to wear neckties when working in
the vicinity of aircraft or equipment.
ARTICLE 17
GENERAL, MISCELLANEOUS AND TRAINING

(A) Service records shall be maintained for all employees by the Company. An employee and his Union representative will be granted access to review the employees personnel file upon request by the employee. In discharge cases or upon request at the time of resignation the employee will be furnished with a copy of same.

Any disciplinary letters issued to employees covered by this Agreement shall not remain in their personnel record for a period of more than one (1) year.

(B) When the Maintenance Training Department is required by the Company to conduct training on new equipment or technology, the Company will schedule required employees for necessary training, as determined by the Company, related to the new equipment or technology prior to assigning such employee to deliver the training.

(C) Employees hereunder will be provided a lightweight jacket and where required a parka at no cost to the employee.

(D) Articles of clothing not provided by the Company which are damaged in the performance of their work will be repaired or replaced by the company at no cost to the employee.

(E) A place shall be provided inside of each Maintenance Training facility marked "International Association of Machinists" where Union notices of interest to the employees may be posted. However, no political circulars, propaganda or advertisements will be placed on these bulletin boards.

(F) The Company shall provide each employee covered by this Agreement with a copy of the Agreement printed in an adequately bound booklet.

(G) It is understood that where employees covered under this agreement are subject to any benefits under the Corporate Policy, (not specified under this agreement), such benefits shall continue under the Corporate Policy. Any revisions or changes made by the company to the policy will apply to employees covered under this agreement, provided such revisions or changes are consistent across the US Airways System for all employees covered under the Policy.
The Company will make every reasonable effort to provide necessary shipping containers and transportation for all materials and equipment required for instruction of any class. While it is not the intent of the company to require an employee to personally transport these items, in the event that circumstances require an employee to transport these items, he will be reimbursed for any reasonable expenses incurred.

The Company will provide employees reasonable preparatory time for the study of subject material prior to instructing the material for the first time and/or prior to instructing a course the employee has not taught within the past six (6) months.
ARTICLE 18
WAGE RATES

(A) The rates of pay are set out in Schedule A in Paragraph H below.

(B) Employees shall be paid all earnings for that pay period during their regular working hours, bi-weekly on Friday, unless otherwise provided by applicable State laws.

(C) Paychecks will include a statement of all wages and deductions made for that pay period.

(D) In the event a payday falls on a legal Federal holiday, employees will be paid on the day preceding such legal holiday.

(E) Employees will be permitted direct deposit of pay to financial institutions able to accept deposit through the Automated Clearing House (ACH) system.

(F) When there is a shortage of one day of pay or more due an employee, the Company shall issue a supplementary payroll check to cover the shortage as soon as reasonably possible and within seventy-two (72) hours after it is determined what is due.

(G) Pay rates will be based upon the years of service an employee has in the department.

(H) SCHEDULE A - Rates of Pay

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</table>
• Base rates of pay effective 9/12/16 – In the event a Joint Collective Bargaining Agreement (JCBA) at the New American Airlines has not been ratified prior to 9/12/16, a 1.5% increase to base rates of pay will be applied and the amendable date of the agreement will be extended by one (1) year.

• Base rates of pay effective 9/12/17 – In the event a JCBA at the New American Airlines has not been ratified prior to 9/12/17, a 1.5% increase to the base rates of pay will be applied and the amendable date of the agreement will become 9/12/18.

• Signing Bonus – Each MTS employee will receive a signing bonus of $1500;

• The signing bonus will be paid within 30 days following ratification. In order to be eligible to receive the signing bonus an employee must be in an active pay status on the date of ratification (employees on union, military and FMLA leave will be considered active) and have been active at least nine (9) of the twelve (12) months prior to date of ratification.

All economic improvements will become effective on the 1st day of the 1st pay period following the effective date of the agreement.
ARTICLE 19
UNION SHOP & DUES CHECK-OFF AGREEMENT

It is hereby agreed that there will be established a Union Shop under the Basic Agreement as follows:

(A) In accordance with and subject to the terms and conditions hereinafter set forth, all employees of the Company now or hereafter fully subject to the Basic Agreement between the parties hereto shall, as a condition of their continued employment subject to such Basic Agreement, become members of the Union within sixty (60) calendar days after the date they first perform compensated service as such employees after the effective date of this Agreement, and thereafter shall maintain membership in good standing in such Union; except that such membership shall not be required of any individual until he has performed forty-two (42) days (336 hours) of such compensated service within a period of twelve (12) consecutive calendar months. Nothing in this Agreement shall alter, enlarge or otherwise change the coverage of the Basic Agreement.

(B) 1. Employees who retain seniority under the Basic Agreement and who are regularly assigned or transferred to full time employment not covered by such Agreement, or are on leave, or are furloughed on account of force reduction, will not be required to maintain membership as provided in paragraph (A) of this Article so long as they remain in such other employment, on leave, or furloughed as herein provided, but they may do so at their option. Should such employee return to any service covered by the Basic Agreement, they shall, as a condition of their continued employment subject to such Agreement, be required to become and remain members in good standing in the Union within thirty (30) days from the date of their return to such service.

2. The seniority status and rights of employees who serve in the Armed Forces shall not be terminated by reason of any of the provisions of this Agreement, but such employees, upon resumption of employment, shall be governed by paragraph (A) of this Article.

(C) 1. Nothing in this Agreement shall require an employee to become or to remain a member of the Union if such membership is not available to such employee upon the same terms and conditions as are generally applicable to any other member, or if the membership of such employee is denied, or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership in the Union. For the purpose of this section, dues,
fees, and assessments shall be deemed to be "uniformly required" if they are required of all employees in the same work classification at the same time in the same Local Lodge.

2. For the purpose of this Agreement, "Membership in good standing in the Union," shall mean that the employee is a member of the Union and is not more than sixty (60) days in arrears in the payment of initiation fees, assessments, and membership dues as referred to in paragraph (C) 1.

3. When an employee becomes delinquent or not "in good standing" within the meaning of paragraph (C) 2. above, he shall be subject to discharge and the following procedures shall apply:

   (a) The General Chairman of the Union shall notify the employee in writing, Certified mail, return receipt requested, and copy to the Vice President of Labor Relations of the Company, that he is delinquent in the payment of initiation fees, assessments or membership dues as specified herein, and accordingly is subject to discharge as an employee of the Company. Such letter shall also notify the employee that he must make the required payment to the Financial Secretary of the appropriate local lodge of the Union within fifteen (15) days of the date of mailing of the notice or be subject to discharge.

   (b) If, upon the expiration of the fifteen (15) day period, the employee still remains delinquent, the General Chairman of the Union shall certify in writing to the Vice President of Labor Relations of the Company, with copy to the employee, that the employee has failed to make the required payment within the fifteen (15) day grace period provided in sub-paragraph (a) above, and is therefore to be discharged. The Vice President of Labor Relations shall promptly notify the employee involved that he is to be discharged from the service of the Company, and shall so discharge him for his failure to pay or tender the initiation fees, dues, and assessments as required under the terms of this Article unless he files an appeal.

   (c) If the decision of the Vice President of Labor Relations is not satisfactory to the employee or to the Union, it may be appealed directly to the highest officer of the Company designated to handle such appeals. Such appeals shall be taken within ten (10) calendar days of the date of the decision appealed from, and if taken, shall operate to stay action on the termination of employment until the decision on the appeal is rendered. The Company shall promptly notify the other party in writing of any such appeal. The decision of such appeal shall be rendered within ten days of receipt.
(10) calendar days of the date the appeal is taken and the employee and the Union shall be promptly advised thereof. If the decision on such appeal is that the employee has not complied with the terms of this Agreement, his employment and seniority in that class or craft shall be terminated within ten (10) calendar days of the date of said decision, unless the Company and the Union agree otherwise in writing.

(d) Such decision on appeal shall be final and binding unless within seven (7) days thereof the Union requests in writing that the decision be reviewed in such joint conference by the Vice President of Labor Relations or by his designated representative, and the General Chairman, or by his designated representative. If such request is made, the decision on appeal shall be reviewed in such joint conference within seven (7) days of the date such request is received, and any decision rendered within such seven (7) day period shall be final and binding. If the decision on such review is that the employee has not complied with the terms of this Agreement, his employment and seniority in that class or craft shall be terminated within ten (10) calendar days of the date of said decision, unless the Company and the Union agree otherwise in writing.

(D) An employee discharged by the Company under the provisions of paragraph (C) shall be deemed to have been discharged for non-payment of Union dues, and notation so made on his employment record.

(E) Time limits specified in this Article may be extended in individual cases by written agreement of the Company and the Union.

(F) The grievance procedure of the Basic Agreement will not apply to cases arising under this Article.

(G) Other provisions of this Agreement to the contrary notwithstanding, the Company shall not be required to terminate the employment of any employee until such time as the services of a qualified replacement are available. The Company may not, however, retain any employee in the service under the provisions of this paragraph for a period in excess of ninety (90) calendar days from the date of the Union's original notice except by mutual agreement by the parties hereto.

(H) 1. The Company will deduct from employees' wages, and turn over to the Union, the Union membership fees of each employee who individually and voluntarily authorizes the Company to make such deductions. Such authorizations shall be made upon a card in a size and form mutually agreed to between the Company and the Union. In order to become effective, such authorization cards shall be delivered by the Union
to the Payroll Department of the Company. Such authorizations shall not be irrevocable for a period of more than one (1) year from their effective date or beyond the termination of this Agreement, whichever occurs sooner.

2. Deductions for dues shall be made from the employee's paycheck for the first (1st) and second (2nd) pay periods ending in each month. Such deductions shall be made only in the event that sufficient earnings remain for such deductions after other deductions have been made for Withholding Tax, Social Security contributions, and other deductions required by law or by the Company.

3. If sufficient earnings do not remain after other deductions as noted above for each pay period during the month, or if there are employees on the payroll that do not have on file with the Company an authorization for dues deductions as per paragraph (H) 1., the Union shall be so notified. Notification shall include employee number, name, classification code, department, city and the amount of deduction for each period and total amount for the month. And it shall thereafter be the responsibility of the Union to collect dues for that month and for any month following in which sufficient funds are not available for such deductions.

4. The obligation of the Company to make such deductions shall terminate in the event an employee shall cease to be an employee as defined in Article 1 of this Agreement.

(I) Upon submission of the appropriate form, a single flat sum deduction for an initiation fee shall be made from each newly hired employee's paycheck subject to paragraph (A) above. Such deduction shall be made only in the event that sufficient earnings remain for such deduction after other deductions have been made for Withholding Tax, Social Security contributions and other deductions required by law or by the Company.

(J) The Union shall indemnify the Company and hold it harmless against any and all suits, claims, demands, and liabilities which arise out of or by reason of any action taken or not taken by the Company for the purpose of complying with any of the provisions of this Agreement.

(K) This Agreement shall become effective on the date of signing of the Basic Agreement, and shall continue in full force and effect concurrently with said Agreement.

(L) The Company will provide for voluntary employee contribution to Machinist Non-Partisan Political League (MNPL) through payroll deduction.
ARTICLE 20
SEVERANCE ALLOWANCE

(A) Any employee with two (2) or more years of service whose employment is interrupted due to reductions in force while he is in a position covered by this Agreement shall be paid the severance allowance provided in paragraph (B) following, subject, however, to the limitations and qualifications and in accordance with the terms set out in paragraphs (B) and (F).

(B) Employees who have completed two (2) or more years of service on the date laid off will receive severance at the rate of one (1) week's pay for each completed year of service, up to a maximum of fifteen (15) weeks.

(C) A week of severance allowance shall be computed on the basis of the employee's regular straight time hourly rate at the time of his employment interruption multiplied by forty (40) hours. Severance allowance shall be paid at the successive payroll periods immediately following the date employment is interrupted and shall continued to be paid until the employee is recalled or the severance allowance entitlement is exhausted, whichever occurs sooner.

(D) Severance allowance shall not be paid when the employee:

1. Is discharged for just cause, retires or resigns.

2. Has his employment temporarily interrupted because of a strike or picketing on Company premises, an Act of God, a national war emergency, revocation of the Company’s operating certificate(s), or grounding of the Company’s aircraft by Governmental order.

3. Elects to exercise any seniority, bumping or transfer afforded him under this Agreement to remain in active service with the Company or accepts employment offered by the Company.

(E) The Severance allowances provided herein shall be in addition to any or all other benefits provided under this Agreement.

(F) An employee returning to the service of the Company after being on layoff shall be credited upon re-employment with any unused severance allowance or, if it results in a greater amount, up to a maximum of five (5) weeks of severance allowance computed as provided in paragraph (B) above, and based on his prior period of service. In the event he is again laid off under conditions entitling him to severance allowance, he shall be
entitled to an amount computed on his years of compensated service with the Company after the date of such return to the Company's service, plus such amount credited to him upon re-employment.

(G) Employees who are on furlough and their dependents shall continue to participate in the Company’s group medical/dental and life insurance programs for a period of ninety (90) days after the last severance payment to the employee provided the employee continues to pay their portion of the costs of these benefits.

(H) Furloughed employees are not eligible for transportation on other airlines and cannot purchase companion passes.

(I) Employees involuntarily furloughed on or after the effective date of this agreement will receive on-line non-revenue travel privileges for themselves and eligible family members while on furlough for a period not to exceed three (3) years following their last day of active service.
ARTICLE 21
RETIREMENT

I.A.M. NATIONAL PENSION FUND
NATIONAL PENSION PLAN

STANDARD CONTRACT LANGUAGE

(A) The Employer shall contribute $2.40 per hour to the I.A.M. National Pension Fund, National Pension Plan for each hour/day or portion thereof for which employees in all job classifications covered by this Agreement are entitled to receive pay under this Agreement.

(B) The Employer shall continue contributions based on a forty (40) hour work week while an employee is off work due to paid vacations or paid holidays.

(C) Contributions for a new, temporary, probationary, part-time and full-time employee are payable from the first day of employment and will be paid retroactively, following completion of the ninety (90) active workday probationary period.

(D) The I.A.M. Lodge and Employer adopt and agree to be bound by, and hereby assent to, the Trust Agreement, dated May 1, 1960, as amended, creating the I.A.M. National Pension Fund and the Plan rules adopted by the Trustees of the I.A.M. National Pension Fund in establishing and administering the foregoing Plan pursuant to the said Trust Agreement, as currently in effect and as the Trust and Plan may be amended from time to time.

(E) The parties acknowledge that the Trustees of the I.A.M. National Pension Fund may terminate the participation of the employees and the Employer in the Plan if the successor collective bargaining agreement fails to renew the provisions of this pension Article or reduces the Contribution Rate. The parties may increase the Contribution Rate and/or add job classifications or categories of hours for which contributions are payable.

(F) This Article contains the entire agreement between the parties regarding pensions and retirement under this Plan and any contrary provisions in this Agreement shall be void. No oral or written modification of this Agreement shall be binding upon the Trustees of the I.A.M. National Pension Fund. No grievance procedure, settlement or arbitration decision with respect
to the obligation to contribute shall be binding upon the Trustees of the said Pension Fund.

(G) The 401(k) account permits employees to contribute their contributions on both a pre-tax and after-tax basis up to certain IRS limits. This process will continue.

(H) 401(k) Enhancements:

- Permit after-tax contributions to 401(k) plan. US Airways will implement six (6) months from date of signing.
- Establish brokerage account in 401(k) plan pending approval from the Pension Investment Committee whose approval shall not be unreasonably withheld. All administrative costs associated with the brokerage account will be borne by the employee.
- Permit catch-up contributions to 401(k) Plan pursuant to IRC Section 414(v). US Airways will implement during the second half of 2003.
- Increase pre-tax elective deferrals in 401(k) Plan to 22% for non-highly compensated employees. Implementation will be effective January 1, 2003.
- Add periodic distributions to 401(k) Plan. US Airways will make this change effective January 1, 2003.
ARTICLE 22
INSURANCE

(A) Active Employees covered by this Agreement may elect to participate in the Company’s Medical/Dental Insurance Program as described in Summary Plan Description (SPD). Election to participate in the Company’s insurance programs must be accomplished during the annual open enrollment period. Outside of the annual open enrollment, changes to benefits may be made within 31 days of a work or family status change (as defined by Company policy).

(B) The monthly premium for coverage under the above plans are described in Attachment A-1, A-2.

(C) Coverage will cease when an employee begins unpaid leave status except that coverage may be extend to an employee on Medical Leave and also as provided for in the Furlough Benefits Article of this agreement.

A non-probationary employee on medical leave may extend his medical/dental coverage for a period of up to one (1) year after his last compensated day provided the employee continues to pay his portion of the cost of the applicable medical/dental insurance. An employee on Family Medical Leave may extend coverage pursuant to the provisions of the Family Medical Leave Act.

(D) Retirement

1. Employees must have attained the age of at least fifty five (55) and have completed a minimum of five (5) years of credited service prior to their last paid day of employment to be eligible for Medical/Dental coverage during retirement. Employees who retired on or before 03/01/2005 will be subject to the 1114 agreement. Employees who retire after 03/01/2005 will be subject to benefits as described in Attachment D.

2. Retiree monthly medical contributions will be deducted from monthly retirement benefits or will be paid directly by the retiree.

3. Should the Company extend the duration of COBRA benefits to retirees of any other represented group, such extension will also be made available to employees covered under this agreement.

(E) The following Basic Group Life Insurance is provided by the Company in the amount of Thirty-five thousand dollars ($35,000) of life
insurance coverage for each employee. An equal amount of accidental death
and dismemberment insurance coverage is included.

(F) Each employee may purchase the following additional Group Life
Insurance: Rates for various life insurance options listed below may vary
from year to year. Any change in rates will be communicated to all
employees.

1. Full Basic Life Insurance is equal to two (2) times the
employee’s basic annual salary. An equal amount of accidental death and
dismemberment insurance coverage is included. Premiums on the amount
of coverage in excess of the first thirty-five thousand ($35,000) dollars for
an employee will be paid by the employee choosing this additional
coverage. Maximum coverage available is two hundred thousand
($200,000) dollars.

2. An employee must have Full Basic coverage of two times
his basic annual salary to purchase Option I and must have Full Basic
coverage of two times his basic annual salary and Option I coverage to
purchase Option II coverage.

(a) Option I, optional life insurance equal to an
additional one hundred percent (100%) of the employee’s basic annual
salary. Maximum coverage under Option I is one hundred thousand
($100,000) dollars.

(b) Option II, optional life insurance equal to an
additional one hundred (100%) percent of the employee’s basic annual
salary. Maximum coverage under Option II is one hundred thousand
($100,000) dollars.

(G) Voluntary Group Accidental Death and Dismemberment Insurance
may be purchased in ten thousand dollar ($10,000) increments, up to a
maximum of three hundred thousand ($300,000) dollars.

(H) The Flexible Spending Account Program maximum medical/dental
care expense reimbursement is the lesser of $7,500 or the maximum amount
permitted under the law.

(I) US Airways will not oppose the Unions posting of any bulletins
offering benefits provided by any insurance company sanctioned by the
Union on IAM bulletin boards that US Airways does not offer under the
current benefits for employees covered under this agreement.
ARTICLE 23
DURATION

Except as otherwise noted, this Agreement shall become effective on July 18, 2014, and shall remain in full force and effect through July 18, 2017, and thereafter, until reopened in accordance with the Railway Labor Act, or unless extended in accordance with Article 18 as outlined below.

- Base rates of pay effective 9/12/16 – In the event a Joint Collective Bargaining Agreement (JCBA) at the New American Airlines has not been ratified prior to 9/12/16, a 1.5% increase to base rates of pay will be applied and the amendable date of the agreement will be extended by one (1) year.

- Base rates of pay effective 9/12/17 – In the event a JCBA at the New American Airlines has not been ratified prior to 9/12/17, a 1.5% increase to the base rates of pay will be applied and the amendable date of the agreement will become 9/12/18.

No amendments to this agreement will be valid unless signed by the Vice President of Labor Relations or his designee and an Assistant General Chairman of the IAMAW.

IN WITNESS WHEREOF, the parties have signed this Agreement this 18th day of July, 2014.

International Association of Machinist and Aerospace Workers

Thomas Higginbotham
President & General Chairman District 142

Witnesses:

Frank Schifano
General Chairman District 142

US AIRWAYS

E. Allen Hemenway
Vice President – Labor Relations

Witnesses:

James B. Weel
Managing Director - Labor Relations
Tim McCulloch  
General  
Chairman District 142  

Taylor Vaughn  
Managing Director - Labor Relations

John Black  
Negotiating Committee  

Ron Harbinson  
Managing Director - Labor Relations

Omar Quimbaya  
Negotiating Committee  

George Raymond  
Manager – Labor Relations

Bob Brown  
Negotiating Committee  

Shawn Brandt  
Manager – Technical Training
Letter of Agreement – Vacation - Carry Over

June 10, 2002

Mr. Thomas Regan
Assistant General Chairman
District 141M – IAMAW

Dear Mr. Regan:

The following will confirm our agreement reached during discussions describing the handling of employees existing Vacation Carryover and/or Vacation (PDO) Reserve Banks.

Prior to the effective date of the collective bargaining agreement, employees were permitted to have Vacation Carryover and/or Vacation (PDO) Reserve Banks which are not provided for in the agreement.

In recognition of this fact, employees that currently have Vacation Carryover and/or PDO Banks will have these banks frozen. These days may only be used after the employee has taken or bid all of their current year's vacation and based on the needs of service. Any time left in these banks will be paid off at their rate of pay in effect upon the employee’s separation from the Company.

As provided for in the agreement only unused vacation from the current year is to be paid off in the following year.

Sincerely,

E. Allen Hemenway
Director, Labor Relations - Ground

Agree and concur:

Thomas Regan
District 141M
Letter of Agreement – Compensatory Time - Carry Over

June 10, 2002

Mr. Thomas Regan
Assistant General Chairman
District 141M – IAMAW

Dear Mr. Regan:

The following will confirm our agreement reached during discussions describing the handling of employees existing Compensatory Time Banks.

Prior to the effective date of the collective bargaining agreement, employees were permitted to have Compensatory Time Banks that were not limited to a maximum of one-hundred forty (140) hours as described in the agreement.

In recognition of this fact, employees that currently have Compensatory Time Banks with more than one-hundred forty (140) hours will have these banks frozen. These employees will not be permitted to convert any of their Holiday/Overtime/Travel time into additional Compensatory Time until their banks fall below one-hundred forty (140) hours.

Employees that currently have Compensatory Time Banks with less than one-hundred forty (140) hours will be permitted to continue to add to these banks with time earned after the effective date of the agreement as long as their banks remain under one-hundred forty (140) hours.

Sincerely,

____________________
/s/E. Allen Hemenway
Director, Labor Relations

Agree and concur:

____________________
/s/Thomas J. Regan District 141M
August 20 2014

Mr. Tom Higginbotham
President & Directing General Chairman
IAMAW District 142

Dear Mr. Higginbotham:

This letter will confirm our agreement regarding the application of excise tax or other penalty included in The Patient Protection and Affordable Care Act (PPACA) or any excise tax or penalty which may replace the PPACA.

In the event the Company determines that any of the PPO 100, 90 or 80 percent plan design options provided for in this Agreement (each a “Plan”) would be or become subject to an excise tax or other penalty under applicable law (and thus become an “Affected Plan”), the Company will meet and confer in good faith in order to reach an agreement with the Union concerning the minimum modification or modifications to the affected Plan necessary to avoid application of the excise tax or other penalty. The Company shall provide to the Union information that the Union reasonably requests, including actuarial reports, necessary for the Union’s design and consideration of such modifications. Unless otherwise agreed, any agreed modification shall become effective at the time the excise tax or penalty would become applicable in respect of the Affected Plan (the “Affected Plan Date”).

If the Company and the Union are unable to agree on modifications necessary to avoid the application of the excise tax or other penalty on the Affected Plan within ninety (90) days after the initial meeting, an arbitrator shall immediately be selected in accordance with the Collective Bargaining Agreement to determine the modifications to the design of the Affected Plan that will become applicable. The authority of the arbitrator is expressly limited to establishing those modifications to the design of the Affected Plan that will ensure that no excise tax or other penalty will apply. If the arbitrator determines that no reasonably practical modification to the Affected Plan can guarantee that no excise tax or other penalty will apply, the Company shall have the right to terminate the availability of the Affected Plan to the Maintenance Training Specialist employees. If, under the preceding sentence, the
Company has terminated or would have the right to terminate the availability to the Maintenance Training Specialist employees of all three Plans, the arbitrator will be empowered to designate an alternative plan design (a “New Plan”) that is available from the Company provider and that replicates the provisions of the 80 percent plan to the greatest possible extent without causing the New Plan to become subject to any excise tax or other penalty. In the event that the arbitrator has not issued a determination prior to the excise tax or penalty becoming due or if such penalty or excise tax is otherwise owed for any reason, notwithstanding any contrary provision of law, the Company shall be permitted to implement such modifications to the design of the Affected Plan as it considers to be necessary to avoid the excise tax or penalty. The Company shall have a reasonable period of time following the issuance of the arbitrator’s determination to implement the New Plan. Notwithstanding the foregoing, the provisions of this Letter of Agreement shall not be effective if, after the effective date of this Agreement, the Company enters into any new or amended collective bargaining agreement having a term of three (3) years or more with any union group that does not contain a provision substantially similar to this Letter of Agreement.

In the event a plan is modified pursuant to this Letter of Agreement (LOA), employees will be afforded the opportunity through an open enrollment period to elect a different plan, prior to the implementation of any modified plan.

Sincerely,

E. Allen Hemenway
Vice President
Labor Relations

Agree and concur:

Mr. Tom Higginbotham
President & Directing General Chairman
IAMAW District 142
## Attachment A-1

**US Airways**

**Eligible Actives, Inactives, - Full Time- IAM Maintenance Training Instructors**

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<td>462.68</td>
<td>925.36</td>
<td>879.08</td>
<td>1,529.04</td>
</tr>
<tr>
<td>Employee Contribution</td>
<td></td>
<td>65.00</td>
<td>130.00</td>
<td>123.00</td>
<td>215.00</td>
</tr>
</tbody>
</table>

## Attachment A-1 (continued)

**US Airways**

**Eligible Actives, Inactives, - Full Time- IAM Maintenance Training Instructors**

<table>
<thead>
<tr>
<th>PPO 100/80 - Flat 19.4%</th>
<th>Trend</th>
<th>Ee</th>
<th>Ee + Sp</th>
<th>Ee+ Ch</th>
<th>Ee + Fam</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Contribution Base</td>
<td>12%</td>
<td>493.51</td>
<td>984.83</td>
<td>936.36</td>
<td>1,628.16</td>
</tr>
<tr>
<td>Employee Contribution</td>
<td></td>
<td>96.00</td>
<td>191.00</td>
<td>182.00</td>
<td>316.00</td>
</tr>
</tbody>
</table>

**Notes:**
1) Eligible Part Time rates are two times Full Time rates.
2) Any applicable Defined Dollar Benefit (DDB) caps are suspended until the day prior to the expiration of the Collective Bargaining Agreement.
Trends in 2006 were reduced by 3% to avoid double counting due to the indexing of Co-Pays, Deductibles, and OOP maximums.

## Attachment A-2

**US Airways**

**Managed Dental Plan- IAM Maintenance Training Instructors**

<table>
<thead>
<tr>
<th>Eligible Actives, Inactives</th>
<th>Flat 10.0% Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>Premium Equivalent 6%</td>
</tr>
<tr>
<td></td>
<td>36.00 69.00 65.00 114.00</td>
</tr>
<tr>
<td></td>
<td>Employee Contribution</td>
</tr>
<tr>
<td></td>
<td>3.60 6.90 6.50 11.40</td>
</tr>
</tbody>
</table>

**Notes:**
1) Eligible Part Time rates are two times Full Time rates.
1) Retired employees may apply thirty eight (38) accrued sick pay hours per month, valued at $13.25/hour, to your pre-65 medical premium.

- Retired employees will be responsible for medical premium costs in excess of $503.50. Monthly contributions will be calculated as the total cost of the plan and level of coverage you elect less $503.50. Premium Equivalents will be recalculated annually based on the Plan’s experience. The chart below compares monthly Premium Equivalents under the current program to those currently estimated for the new program. Please note that the 2005 Current Program rates were developed using Active employee rates and the new program uses “true” pre 65 employee rates. It should also be noted that the new program costs for 2005 are estimated only and the actual 2005 rates may vary. The 2005 rates for the new program will be finalized by early December.

<table>
<thead>
<tr>
<th></th>
<th>2005 Current Program Base</th>
<th>2005 Estimated New Program Base</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Option 1</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ee</td>
<td>304.36</td>
<td>413.00</td>
<td>108.64</td>
</tr>
<tr>
<td>Ee + Sp</td>
<td>608.51</td>
<td>826.00</td>
<td>217.49</td>
</tr>
<tr>
<td>Ee + Ch</td>
<td>578.71</td>
<td>785.00</td>
<td>206.29</td>
</tr>
<tr>
<td>Ee + Fam</td>
<td>1,005.30</td>
<td>1,363.00</td>
<td>357.70</td>
</tr>
<tr>
<td><strong>Option 2</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ee</td>
<td>329.35</td>
<td>448.00</td>
<td>118.65</td>
</tr>
<tr>
<td>Ee + Sp</td>
<td>658.70</td>
<td>896.00</td>
<td>237.30</td>
</tr>
<tr>
<td>Ee + Ch</td>
<td>625.76</td>
<td>851.00</td>
<td>189.24</td>
</tr>
<tr>
<td>Ee + Fam</td>
<td>1,088.42</td>
<td>1,478.00</td>
<td>389.58</td>
</tr>
<tr>
<td><strong>Option 3</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ee</td>
<td>351.30</td>
<td>477.00</td>
<td>125.70</td>
</tr>
<tr>
<td>Ee + Sp</td>
<td>701.04</td>
<td>954.00</td>
<td>252.96</td>
</tr>
<tr>
<td>Ee + Ch</td>
<td>666.54</td>
<td>906.00</td>
<td>239.46</td>
</tr>
<tr>
<td>Ee + Fam</td>
<td>1,158.98</td>
<td>1,574.00</td>
<td>415.02</td>
</tr>
</tbody>
</table>
- Once accrued sick pay has been exhausted retired employees will have the option to move to an “access only” medical plan where they will be responsible for paying 100% of the medical premium until they reach age 65. The medical premium for this “access only” plan will be different than the medical premiums for those using accrued sick pay to purchase the benefit and will be based on plan experience for the “access only” group.

2) In lieu of #1 above, employees may receive a one-time cash payment in the amount equal to $10.80 times the number of accrued sick leave hours in their sick bank.

- Choosing to receive this one-time payment means that the employee and their dependents will not be able to participate in the pre or post-65 health care programs, including the “access only” plan noted above.

3) At age 65 retired employees and their dependents will not be eligible to participate in or have access to any post-65 medical plan through US Airways.

4) Employees and their dependents will not be eligible for dental coverage when they retire effective 3/1/05.

Post-65 US Airways Employees who retire after 3/1/05

1) From 3/1/05 through 12/31/05 retired employees will have the opportunity to remain enrolled in the Advance PCS pharmacy plan.

- The monthly contributions charged for this coverage are based on a Defined Dollar Benefit (DDB) Cap of $950 per year, per individual and are as follows;

<table>
<thead>
<tr>
<th>Premium Equivalent</th>
<th>Employee Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ee</td>
<td>$127.50</td>
</tr>
<tr>
<td>Ee + Sp</td>
<td>$255.00</td>
</tr>
</tbody>
</table>

- The DDB Cap is only used for the purpose of setting contribution rates annually and is not a limit on actual benefits paid in a year.
- Contributions will vary from the above if any covered dependant are not covered by Medicare.

- After 12/31/05 retired employees will be eligible for the new Medicare prescription drug benefit and will be responsible for the full cost of such coverage.
Voluntary Early Out Program (VEOP)

- In the event of a headcount overage or the need for a reduction in force which occurs prior to ratification of a JCBA for the combined LUS Maintenance Training Specialists and equivalent LAA employees, the Company will offer active employees and employees on authorized Union Leave of Absence the opportunity to participate in a Voluntary Early Out Program as follows:

  o Employees must have a minimum of fifteen (15) years of service to participate and have otherwise been unaffected by the reduction

  o The maximum number of VEOs (Voluntary Early Outs) offered in a location, classification and bid area will be at a minimum, as determined by the Company, equivalent to the number of reductions in that location, classification and bid area

  o Employees awarded a VEOP will receive a lump sum payment of $22,500.00 within thirty days of the employees release date

  o In addition to lump sum payment, employee will receive any severance allowance as outlined in Article 20 of the Maintenance Training Specialists agreement

  o This Lump sum payment will not have any impact on the “Sick Leave Buy Back” policy currently in place
Scope and Job Protection

- Job Protection – No furlough protection effective DOS: no employee will be furloughed to the street at any MTS location (providing the employee exercises his seniority to the fullest extent) as a result of any flight activity that may be transferred from LUS to LAA

- Cross Utilization: The Company may utilize LAA (Legacy American Airlines) employees to perform LUS (Legacy US Airways) maintenance training specialists work. In exchange for the cross utilization provisions contained within this paragraph the Company agrees to provide additional job protections as defined below

- Job Protection – No displacement: effective with the implementation of Cross Utilization, no employee will be involuntarily displaced from their current location

- The job protections described above will apply only to those employees whose names appear on the Maintenance Training Specialists System Seniority List as of the date of ratification of this agreement and shall not apply in circumstances where the Company’s non-compliance is caused in substantial part by “Conditions Beyond the Company’s Control”.

- Definitions:
  “Conditions Beyond The Company’s Control” shall include, but not be limited to, the following: (1) an act of God; (2) a strike by any other company employee group or the employees of a Commuter Air Carrier operating pursuant to an authorized codeshare arrangement with the company; (3) a national emergency; (4) involuntary revocation of the company’s operating certificate(s); (5) grounding of a substantial number of the company’s aircraft; (6) a reduction in the company’s operation resulting from a decrease in available fuel supply caused by either governmental action or by commercial suppliers being unable to meet the company’s demands; and (7) the unavailability of aircraft scheduled for delivery

- In the event the movement of MTS work from a location results in the need to relocate MTS employees at the merged carrier, the relocation of MTS employees from that location will not be considered a violation of the above Job Protection provisions