

Article 15 - Compensation

- A. Employees are paid for actual time worked in hours and fractions of an hour properly reported and verified. The employee may be required to punch in and out at time clocks. Employees who are late for work will be docked on an actual minute basis after the first six minutes, adjusted to the nearest one-tenth of an hour. Repeated cases of tardiness may result in disciplinary action under the attendance policy.
- B. Payroll checks will be distributed during working hours on payday. It will cover work performed in the previous pay period. If a payday falls on a Company recognized holiday employees will be paid on the previous day. Employees will be paid on a bi-weekly pay period beginning on Saturday and ending on Friday (total of fourteen (14) days). Checks for that pay period are issued seven (7) days later on Friday.
- C. Hourly Base Rate of Pay
1. Employees' "hourly base rate of pay" is determined by a combination of a "basic hourly rate" and all of the premiums listed below to which an employee is entitled.
 2. Employees temporarily transferred to work in a higher classification will be paid the higher rate for all hours worked in the higher classification with a minimum of eight (8) or ten(10), whichever is applicable, one (1) hours of pay. Employees temporarily transferred to work to lower paid classifications will receive their regular hourly base rate of pay.
 3. THE CURRENT BASIC HOURLY RATES ARE SHOWN IN APPENDIX A.
 4. The hourly rates set forth in Appendix A shall prevail, except that the Company may recognize prior experience when hiring and placing an employee in the progression scale at a rate above the minimum but not to exceed the most recently hired employee in the affected classification.
 5. Where there is a shortage equal to fifty dollars (\$50.00) gross pay or more in the pay of an employee, the employee will be reimbursed for such shortage as soon as possible, or no later than three (3) working days for the general office. Employees not reimbursed within three (3) working days shall receive a penalty check in the amount of twenty-five (25) dollars for each late day past three (3) days.
 6. Paychecks will include an itemized statement of all hours, wages, adjustments and deductions for the pay period, year to date wages, FICA and withholding taxes.
 7. Employees leaving the service of the Company will be paid for all the time due at the earliest possible time after separation and in compliance with State law.

8. Increases are effective on the commencement of starting with the pay period in which the employee's anniversary date falls, which begins nearest the employee's anniversary date, or when technology permits, on the anniversary date.
- D. Employees shall be paid fifty-six (56) fifty-one (51) cents per hour shift premium as additional compensation over their basic hourly rate for all hours paid in which the shift commences work outside the hours of between 0500 and up until 1000, except for those employees who commence work between the hours of 1601 and up until 0459, who will be paid sixty-three (63) fifty-eight (58) cents per hour shift premium as additional compensation. The relief mechanic that rotates between shifts during a workweek will be paid sixty-three (63) fifty-eight (58) cents shift premium for all hours paid.
- E. Any employee covered by this Agreement required to participate in test flights or to travel to another base in the performance of his work assignment, including travel to and from field trips, or who is killed or injured ~~by a bomb~~ in connection with his employment will be covered by Company paid accident insurance with a death benefit of two hundred thousand dollars (\$200,000.00) at no cost to the employee. This benefit will be in addition to any other benefits due to the employee. Should pilots or flight attendants receive Company paid accident insurance benefits greater than two hundred thousand dollars (\$200,000), employees covered by this Agreement will receive the same benefit, effective on the date such benefit becomes effective for the pilots and/or flight attendants.
- F. When an employee hereunder is transferred at the Company's request, he shall be allowed actual reasonable moving expenses for household effects up to 36,000 18,000 pounds, when substantiated by properly receipted bills for shipping, insurance, storage, packing and unpacking, indicating the number of cubic feet or its equivalent of household effects being handled. The Company may at its option prescribe or control the shipment from the time of packing at the point of departure to the time of unpacking at the appointed arrival.
1. The cost of moving mobile homes will be paid for by the Company for employees who use such mobile homes as their sole residence up to the allowable limit for household effects. Charges in excess of this amount will be billed to the employee.
- G. When an employee hereunder is transferred at the Company's request and drives his car or cars (up to two (2) cars) from his former domicile to a new station he shall be granted travel time at the current rate of four hundred (400) miles per day, to a maximum of seven (7) five (5) days, the direct route, and shall be paid at U.S. General Services Administration rates thirty one cents (\$.31) per mile, plus thirty one cents (\$.31) per mile if a second car is for all cars moved (up to two (2) cars). He shall also be paid his regular eight (8) hours pay for each day needed for traveling. Any mileage pay increase granted under the Company's General Administrative Manual shall be granted to all employees covered by this Agreement.
1. Actual and reasonable hotel expenses to a maximum of one hundred and twenty dollars (\$120) sixty dollars (\$60) per night for the employee and spouse, plus an additional fifty dollars (\$50) thirty five dollars (\$35) per night for each additional one to four children for each night of travel, and actual and reasonable meal expenses with a daily limit of sixty dollars (\$60) thirty dollars (\$30) for the employee and forty dollars (\$40) twenty dollars (\$20) per day for each immediate family member will be paid after the employee has submitted receipts.

2. Payment of hotel and meal expenses will be made for a period not to exceed seven (7) full days after arrival at the new location. These payments will be in addition to the travel time allowed. Under normal circumstances it is expected that employee moves will be completed within a fourteen (14) ~~seven (7)~~ day period, from start to finish. However, when circumstances beyond the control of the employee necessitate additional time, the situation may be reviewed and an extension approved by the Division Vice-President.
- H. When an employee is transferred from one station to another as a result of being the successful bidder on a bulletined job, he will bear his own expenses, except that space available plane transportation shall be furnished to him and his immediate family to the extent permitted by law. The Company shall pay the moving expenses described above if the transfer is to a newly opened station.
- I. The maximum total cost payable by the Company for any move shall be thirty thousand dollars (\$30,000) ~~ten thousand dollars (\$10,000)~~.
- J. Moving expenses will include reimbursement for miscellaneous expenses as part of the thirty thousand dollar (\$30,000) ~~ten thousand dollar (\$10,000)~~ cap. Miscellaneous expenses shall include items such as vehicle registration, application fees, non-refundable deposits, cable hook-up, cancellation fees, rental car while personal car is in transit, shipment of pets, and other similar expenses.
- K. Enhancement to moving provisions granted to other employee groups after the date of ratification of this Agreement shall also be provided to employees covered by this Agreement.
- L. All employees covered by this Agreement required to perform their work outside in the elements, or at a line station, shall receive a line premium of fifty (.50) ~~twenty (20)~~ cents, ~~effective April 1, 2005, nineteen (19) cents, and effective July 1, 2007~~ twenty (20) cents per hour. Employees not working at a line station, whose primary duties are performed inside a shop or hangar, will receive a line premium only for hours actually worked outside a shop or hangar. Line premium pay will be added to the employee's base rate of pay for all pay purposes.
- M. Employees covered by this Agreement who are Taxi and/or Taxi Run Up certified on any one (1) of the Company's aircraft type shall receive a Taxi/Taxi Run Up premium of one dollar (\$1.00) per hour for all hours paid. Employees who are right seat Taxi-Run Up certified shall receive a premium of fifty (\$.50) cents per hour for all hours paid.
- N. ~~M.~~ All Technicians, Lead Technicians, and Inspectors covered by this Agreement who possess an "Airframe (A)", or "Powerplant (P)" license, will receive an hourly license premium paid for all hours paid. License premium pay will be added to the employee's basic hourly rate of pay for all pay purposes. Effective-January 1, 2009~~3~~ License Pay will be as follows:
"A" License - ~~\$2.00~~ \$1.75 ~~(effective 4/1/2005 - \$1.68, effective 7/1/2007 - \$1.72, effective 7/1/2008 - \$1.75)~~
"P" License - ~~\$2.00~~ \$1.75 ~~(effective 4/1/2005 - \$1.68, effective 7/1/2007 - \$1.71, effective 7/1/2008 - \$1.75)~~
"FCC" License - ~~\$2.80~~ (effective 4/1/2005 - \$2.69 (see below)).
Regardless of the number of licenses an employee may hold license pay will not exceed the total premium for two (2) licenses per hour.

Union Opener 09-29-09

Employees who ~~were~~ ~~are~~ being compensated for an FCC license on October 17, 2002 shall retain their \$2.80 (effective 4/1/2005 ~~—\$2.69~~, effective 7/1/2007 ~~—\$2.74~~, effective 7/1/2008 ~~—\$2.80~~) FCC license premium for the term of their employment so long as they remain in a Bid Area having an FCC License requirement. Subsequent to the effective date of this Agreement, there shall be no FCC license premium, except these grandfathered premiums and employees actually working in Bid Area 114. (See amended LOA #4-1)

- O. ~~N.~~ Employees based in HNL shall receive a Market Adjustment Premium of two dollars (\$2.00), effective 4/1/2005 ~~one dollar and ninety two cents (\$1.92)~~, effective 7/1/2007 ~~one dollar and ninety six cents (\$1.96)~~, effective 7/1/2008 ~~two dollars (\$2.00)~~ per hour for all hours paid. Effective January 1, 2009 employees based in EWR, LGA, BOS, SEA, LAX, SNA, SFO, SAN, ORD, IAD and DCA shall receive a Market Adjustment Premium of one dollar (\$1.00) per hour for all hours paid. Should any Company employees at these locations receive Market Adjustment rates greater than those expressed in this paragraph, employees covered by this Agreement will receive the same greater rate, effective on the date such rate becomes effective for the other Company employees.
- P. ~~Q.~~ Employees assigned to GSE Bid Areas are eligible to receive GSE/GSE Coordinator premiums up to two dollars (\$2.00) ~~one dollar and seventy cents (\$1.75)~~ per hour (effective 4/1/2005 ~~one dollar and sixty eight cents (\$1.68)~~, effective 7/1/2007 ~~one dollar and seventy one cents (\$1.71)~~, effective 7/1/2008 ~~one dollar and seventy five cents (\$1.75)~~) if they qualify under the program offered. Those who are qualified and eligible will receive this premium for all hours paid. The program will remain in effect for the duration of this Agreement. The Company and the Union will meet to mutually agree on the trade test and the availability of the test as soon as practicable following the signing of this Agreement.
- Q. ~~P.~~ Facilities Technicians who possess any two (2) of the following certifications/qualifications will receive a Facilities Test Premium of ~~one dollar and sixty eight cents (\$1.68)~~ per hour (effective 7/1/2007 ~~one dollar and seventy one cents (\$1.71)~~; effective 7/1/2008 ~~one dollar and seventy five cents (\$1.75)~~) two dollars (\$2.00) per hour for all hours paid:

HVAC
Electrician
Plumbing
Jet Bridge
Baggage

For HVAC, Plumbing, and Electrician, the Company will accept state/federal certification. ~~The Company and the Union will meet to mutually agree on the test and the availability of the test for Jet Bridge and Baggage as soon as practicable following the signing of this Agreement.~~ This program will remain in effect for the duration of this Agreement.

- R. ~~Q.~~ All employees covered by this Agreement who are required to perform work, attend school, or for any other reason be away from their base station shall receive an expense allowance (per diem) for time away from base, for each hour (or fraction thereof) from the scheduled or actual report time of departure, up to the time the employee returns to his base. The hourly per diem for domestic locations (including Canada, Central America, the Caribbean and Mexico) shall be three dollars and ninety cents (\$3.90) ~~one dollar and ninety five cents (\$1.95)~~ per hour. Should pilots or flight attendants receive domestic per diem rates greater than three dollars and ninety cents (\$3.90) ~~one dollar and ninety five cents (\$1.95)~~ during the term of this Agreement, employees covered by this Agreement

Union Opener 09-29-09

will receive the same greater rate, effective on the date such rate becomes effective for the pilots and/or flight attendants.

~~S .R.~~ The hourly per diem for international locations shall be five dollars (\$5.00) ~~two dollars and fifty cents (\$2.50)~~. Should pilots or flight attendants receive international per diem rates greater than five dollars (\$5.00) ~~two dollars and fifty cents (\$2.50)~~ during the term of this Agreement, employees covered by this Agreement will receive the same greater rate, effective on the date such rate becomes effective for the pilots and/or flight attendants.