

Airline Trunk Carrier Pay and Benefits Comparison to United Mechanics TA



September 30th 2016 Page 1

	United	American	Delta
TOS Pay 12 year A&P	\$47.31	\$47.31	\$46.15
HRA/VEBA	\$1.20	N/A	N/A
Furlough Protection	Everyone on the seniority list system protected, SFO and IAH base protected	Some station protections provided by a new LOA regarding cross utilization with Legacy USAir Techs which is in place until new JCBA reached*	No Protection
Pension	Earnings based DB 1.19% multiplier + 3% DC match	5.5% match DC*	2% Contribution 6% match DC
Vacation	7 Weeks	5 Weeks	5 Weeks
Holidays	10 Days	5 Days	10 Days (subject to usage exceptions)
Holiday Pay	2.5x Holiday shift worked Applicable Rate Thereafter	1.5x For All Hours Worked	2x Rate for Holiday Shift Worked 2x Rate Thereafter
Annual Sick Leave	12 Days	5 Days	7 Days

*Note use of numbers in the AA column reflect Legacy American - Legacy USAir numbers used in the reset formula are higher in some instances

*Defined Benefit Pension plan at AA was frozen in bankruptcy

*Possible extra protections may apply based on the 2003 AA CBA for those with greater than 1999 seniority

Airline Trunk Carrier Pay and Benefits Comparison to United Mechanics TA



September 30th 2016 Page 2

	United	American	Delta
Sick Leave Bank	1600 hours Non Occupational 700 hours Occupational. Rapid Reaccrual for serious illness	1200 hours Non Occupational 80 hours Occupational split between employer and state. No Rapid Reaccrual provision*	1312 Hours which can be used as a Catastrophic Plan but not as a traditional bank
Field Trip Pay	Rate of time and three quarters for all hours away from Station	Applicable Rate for any hours on the clock. 1.5x max rate for any overtime on a trip	Applicable Rate for any hours on the clock
Medical Aggregate Cost Share	20%	21%	22%
Industry Reset	2% above the industry average. Done every 2 years and every year at the amendable date	N/A	None
Profit Sharing	5% pool increased to 10% for profits over 6.9% pre-tax profit margin	5%	10% payout, 20% for pre-tax profits above prior year
Overtime	1.5x rate for over 8 hours per day 2x rate for over 12 hours per day on regular work day 2x rate for over 8 hours per day on 1st day off worked 2x rate for all time worked on 2nd and subsequent day off worked	1.5x for all overtime hours	1.5x rate for over 8 hours per day 2x rate for over 12 hours per day on regular work day 2x rate for over 8 hours per day on 1st day off worked 2x rate for all time worked on 2nd and subsequent day off worked

*AA 4 hours loss from bank on first occurrence in addition to the 8 or 10 for pay