

AGREEMENT BETWEEN
GREAT LAKES AVIATION, LTD

and

DISTRICT 143

of the
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS

EFFECTIVE NOVEMBER 1, 2000
THROUGH NOVEMBER 1, 2005

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1 ARTICLE 1
2 RECOGNITION
3

- 4 A. In accordance with the certification made by the National Mediation Board on
5 July 24, 1992, in Case No. R-6120, the Company hereby recognizes the
6 Union as the duly authorized representative of its Mechanics and Related
7 employees to represent them and, in their behalf, to negotiate and conclude
8 Agreements with the Company as to hours of work, wages, and other
9 conditions of employment in accordance with the provisions of the Railway
10 Labor Act, as amended.
11
- 12 B. The Union agrees that all employees covered by this Agreement shall be
13 governed by published Company rules, regulations, and orders which are not
14 in conflict with the provisions of this Agreement. The Company will take
15 appropriate measures to make employees aware of such rules and
16 regulations.
17
- 18 C. The Company agrees that all mechanic's work now and heretofore done by
19 its own employees wherever performed involving the maintenance,
20 inspection, repair, modification, and servicing of aircraft, including but not
21 limited to mechanical work involved in dismantling, overhauling, repairing,
22 fabricating, assembling, welding, and erecting all parts of aircraft, aircraft
23 engines, electrical systems, heating systems, hydraulic systems, and
24 machine tool work in connection therewith, as coming within the jurisdiction of
25 the Union and is covered by this Agreement. Work, as described above,
26 which is being performed by employees covered by this Agreement may not
27 be subcontracted so as to cause those employees to be laid off.
28
- 29 D. The Company is an equal opportunity employer. The Company and the
30 Union agree to make it a matter of record in this Agreement that in
31 accordance with the established policy of the Company and the Union, the
32 provisions of this Agreement will apply equally to all employees hereunder
33 regardless of sex, color, race, creed, or national origin. It is understood that
34 wherever in the Agreement employees are referred to in the male gender, it is
35 recognized as referring to both male and female employees, unless the
36 meaning is obviously to the contrary.
37

1 ARTICLE 2
2 STATUS OF AGREEMENT

3
4 A. It is expressly understood and agreed that this Agreement supersedes any
5 and all Agreements now existing or previously executed between the
6 Company and any Union or individual affecting the craft or class of
7 employees covered by this Agreement.

8
9 B. In case of a consolidation, sale, assignment, or merger, representatives of
10 the Company and the Union shall meet without delay and negotiate for proper
11 provisions for the protection of employees' seniority and other property rights.
12

13 C. Subject to the provisions of this Agreement, the Company retains discretion
14 and authority to manage its operations and direct its work force. Such rights
15 include, but are not limited to, the right to:

- 16 • hire, promote, demote, transfer, furlough, and recall
- 17
- 18 • assign and reassign duties, schedules and hours of work
- 19
- 20 • maintain good order and efficiency
- 21
- 22 • discipline and discharge employees for just cause
- 23
- 24 • establish and amend rules, regulations and procedures
- 25
- 26 • establish and amend Company policy and procedures manuals
- 27
- 28 • determine initial employment qualifications
- 29
- 30 • determine uniform qualifications for continued employment or other
- 31 promotions
- 32
- 33 • determine the quality of service
- 34
- 35 • determine the means of providing services to its customers,
- 36 including the size, type and number of aircraft to be utilized in providing
- 37 the service
- 38
- 39 • determine the methods of administering and selling its services
- 40
- 41 • determine the size and composition of the work force
- 42
- 43 • establish new routes
- 44
- 45 • discontinue all or part of its operations
- 46

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- transfer equipment from one base of operation to another base of operation
- determine where to perform all or any part of its operations
- contract out its operations, consistent with other provisions of this Agreement
- determine whether to purchase additional aircraft or to lease, sell or otherwise dispose of all or any part of its equipment

D. Any of the rights the Company has prior to the signing of this Agreement are retained by the Company except those specifically modified by the Agreement.

E. It is understood and agreed that the Company will not lock out any employee covered hereby, and the Union will not authorize or take part in any slowdown, sit-down, work stoppage, strike, or picketing of the Company premises during the life of this Agreement and/or until the procedures of the Railway Labor Act for settling disputes between the parties have been exhausted.

1 ARTICLE 3
2 CONDUCT OF UNION BUSINESS

- 3
- 4 A. Union business shall, insofar as possible, be conducted during non-working
5 hours. With the approval of the Vice President of Maintenance, or his
6 designee, an employee who has a grievance may meet with his steward to
7 discuss his grievance on scheduled work time provided the operations of the
8 Company are not disrupted. The Company will not unreasonably withhold
9 such approval. The Union and the Company will make every effort to keep to
10 a minimum the time spent in disposing of grievances.
- 11
- 12 B. The Union's negotiating committee member of not more than one (1) shall be
13 permitted to attend all negotiating sessions after proper notification and
14 coordination with the designated Company official. Committee members
15 attending negotiating meetings during their scheduled work time shall not be
16 paid by the Company for scheduled time lost but shall not suffer the loss of
17 other accrued benefits.
- 18
- 19 C. The Company shall grant a leave of absence for one (1) properly elected
20 employee to attend the annual District 143 Convention. The employee
21 attending the Convention during his scheduled work time shall not be paid by
22 the Company for scheduled time lost but shall not suffer the loss of other
23 accrued benefits.
- 24
- 25 D. The District General Chairmen of the Union shall be authorized ID 90 space-
26 available transportation over the Company's system during their term of office
27 for use in connection with their work in administering this contract to the
28 extent permitted by law.
- 29
- 30 E. The Company agrees that no employees covered by this Agreement will be
31 interfered with, restrained, coerced, or discriminated against by the Company,
32 its officers, or agents because of membership in or lawful activity on behalf of
33 the Union. The Union agrees that neither the Union nor its members will
34 solicit membership or conduct during working hours on Company premises
35 activities other than those of collective bargaining and the handling of
36 grievances in the manner and to the extent hereinafter provided.

1 ARTICLE 4
2 CLASSIFICATIONS OF WORK

3
4 **A. LEAD MECHANIC.** A lead mechanic shall be an employee who has
5 achieved the status of a mechanic or higher, who holds licenses required
6 by the Company or federal law, and who, as a working member of a
7 group, shall be charged with the responsibility of directing, assigning and
8 approving the work of mechanics of all grades and inspecting all work
9 performed in the shop to which he is assigned. He is responsible for the
10 efficient and effective use of the work force assigned, proper execution of
11 logbook entries, completion of internal company forms, work orders, and
12 the maintenance release. Acting under the authority of the Director of
13 Maintenance or his designee, he is charged with the responsibility of
14 supervising shift activities, maintaining order and administering, or
15 effectively recommending proper disciplinary action as required. The
16 lead mechanic will be governed by the requirements of the service, but in
17 no event shall there be fifteen (15) mechanics working without one (1)
18 lead mechanic being assigned. When Maintenance Management or
19 Designee is on duty, no lead mechanic will have his rate of pay
20 decreased. A lead mechanic may do work in a lower classification, or in
21 other Departments of the Company, and shall not have his rate of pay
22 reduced during such time. An employee shall not be required to accept a
23 Lead Mechanic position against his will.

24
25 **B. INSPECTOR** An inspector shall be an employee who has achieved the
26 status of a mechanic or higher and who holds licenses as required by
27 the Company or federal law. Subject to the needs of the Company,
28 there may be at least one employee designated as Duty Inspector at the
29 Company's maintenance base. The work of an inspector will consist of
30 the overall inspection of aircraft, including the power plant, in
31 connection with repairs and overhauls at the Company's maintenance
32 base and where such work is required by the F.A.A. The work of an
33 inspector shall include all inspection of materials, parts and
34 subassemblies as required by the GMM and may also include the proper
35 execution of log book entries, completion of internal Company forms,
36 work orders, and the maintenance release. When a Maintenance
37 Supervisor is on duty, no inspector will have his rate of pay decreased.
38 An inspector may do work in a lower classification or in other
39 Departments of the Company and shall not have his rate of pay reduced
40 during such time.

41
42 **C. MECHANIC/REPAIRMAN** A mechanic/repairman shall be any employee on
43 the date of this Agreement and any future employee assigned to mechanical
44 work involved in, but not limited to, the dismantling, overhauling, repairing
45 fabricating, painting, welding, and inspection of aircraft, aircraft powerplants,
46 propellers, avionics, radio equipment, electrical systems, aircraft instruments,
47 environmental systems, hydraulic systems, and machine tool work therewith.
48 The work of a mechanic/repairman shall also consist of the operation,
49 servicing, and maintenance of ground support equipment (GSE). The

1 mechanic/ repairman will be responsible for the clean-up of his work area and
2 aircraft upon completion of work on aircraft or completion of shift.
3

4 **D. PROPELLER SPECIALIST. A propeller specialist shall be an employee
5 whose primary purpose is to support any and all propeller issues needing
6 addressed and who possesses a repairman's certificate, which enables
7 the repairman certificate holder to perform major repairs and overhauls of
8 propellers. The work of a propeller specialist shall include, but not be
9 limited to, dismantling, evaluating, researching, repairing, overhauling,
10 and performing assembly, dimension, and operation checks. The
11 propeller specialist shall be trained on all work being performed and be
12 able and willing to complete additional training as required. A propeller
13 specialist may be assigned work in a lower classification and shall not
14 have his rate of pay reduced during such time.**

15
16 **E. UTILITY PERSON** The work of a utility person shall consist of, but not be
17 limited to, the cleaning and polishing of the interior and exterior of aircraft,
18 aircraft parts, GSE, hangars, and shops. This shall include the placing and
19 arranging in the aircraft of passenger service equipment and supplies. Utility
20 persons may remove and reinstall seat covers/cushions, carpet, and curtains
21 and render physical assistance to mechanics.
22

23 **F.** To the extent necessary to train and assist employees covered by this
24 agreement; to assure quality and continuity of operations; and to maintain
25 flight schedules, the Company may assign qualified management or other
26 qualified personnel to perform work normally performed by employees
27 covered by this Agreement, consistent with the practice in effect as of the
28 date of this Agreement. It is understood and agreed that the purpose of this
29 provision is to facilitate efficient utilization of manpower, and not to undermine
30 the Union's representation of employees covered by this Agreement. To that
31 end, the assignment of covered work to non-represented employees may not
32 be increased if it would either: (1) result in the furlough of covered
33 employees, or (2) deprive a furloughed employee of opportunity for recall.
34 Further, the Company will distribute overtime as equally as possible among
35 qualified employees at the location and on the shift where overtime is
36 required, so as to avoid assigning a disproportionate share of such overtime
37 to management personnel.
38

1 ARTICLE 5
2 HOURS OF SERVICE

3
4 A. Full-Time Employees

- 5
6 1. A work week shall consist of five (5) eight (8) hour days worked within
7 seven (7) consecutive days and two (2) consecutive days shall be
8 scheduled as regular days off in each work week or consist of four (4)
9 ten (10) hour days worked within seven (7) consecutive days and three
10 (3) consecutive days shall be scheduled as regular days off in each
11 work week. Any other schedules shall be as mutually agreed between
12 the Union and the Company.
13
14 2. Employees may be given the opportunity to work either an eight (8)
15 hour day, five (5) day work week, or a ten (10) hour day, four (4) day
16 work week as long as it is consistent with Company needs and does
17 not adversely affect the Company operation.
18
19 3. A work week consists of seven (7) days, starting on Sunday and
20 ending on Saturday. Sunday and Saturday shall be considered
21 consecutive days.
22

23 B. Part -Time Employees

- 24
25 1. Employees who are regularly scheduled to work less than seventy (70)
26 hours per pay period on a continuing basis are part-time employees.
27 The number of part-time mechanics shall not exceed ten percent
28 (10%) of the total mechanic work force, or one (1) per location,
29 whichever is greater, unless otherwise mutually agreed between the
30 Company and the Union. This limitation shall not apply to utility
31 persons.
32
33 2. Eligibility to participate in benefit programs shall be determined by the
34 number of hours worked, by the summary plan description or as
35 required by law.
36
37 C. Employees working through a scheduled meal period shall be paid at
38 applicable rates for that meal period. Employees shall have their meal period
39 scheduled between the end of the third (3rd) and the end of the sixth (6th)
40 hours of their shift.
41
42 D. There shall be no change in day off or the starting or stopping time of a shift
43 without three (3) calendar days' notice to the affected employees except that
44 less notice time may be given by mutual agreement between the employee
45 and the Company with notice to the Steward.
46
47 E. Employees shall be considered as required to report for work on their
48 scheduled work days unless notified by the Company that there will
49 temporarily be no work because of an Act of God, circumstances over which
50 the Company has no control, or work stoppage and strikes by employees of

- 1 the Company. Any employee not notified by the Company, and as a result
2 reporting for work, shall receive a minimum of two (2) hours pay at the
3 applicable rate.
4
- 5 F. Employees shall be granted a paid fifteen (15) minute rest period during the
6 first half of their work shift and a paid fifteen (15) minute rest period during
7 the second half of their work shift.
8
- 9 G. Shift trades shall be permitted, subject to Company approval and procedures.
10 Overtime and hourly restrictions created by an exchange shall be waived.
11 The employee scheduled to work on a particular day as the result of a shift
12 trade shall be responsible for reporting to work and shall be subject to
13 disciplinary action for failure to report.
14

1 ARTICLE 6
2 OVERTIME AND HOLIDAYS

3
4 **A. 1. Eight-Hour Day**

5
6 a. Overtime rate of time and one-half computed on an actual
7 minute basis, adjusted to the nearest tenth (10th) of an
8 hour, shall be paid for all work performed in excess of eight
9 hours in any one day, for all work performed either in
10 advance of or after the regularly scheduled hours, for the
11 first four hours in excess of eight hours in any regular
12 workday and for the first eight hours worked on one of the
13 two regularly scheduled days off each workweek.

14
15 b. Double time shall be paid for all time worked in excess of
16 eight hours on any of the two regularly scheduled days off
17 each workweek. Double time shall also be paid for any
18 time worked in excess of 12 hours in any 24-hour period,
19 except when an employee bidding voluntarily changes
20 shifts or is exercising his/her seniority rights after layoff or
21 displacement.

22
23 **2. Ten-Hour Day**

24
25 a. Overtime rate of time and one-half computed on an actual
26 minute basis, adjusted to the nearest tenth (10th) of an
27 hour, shall be paid for all work performed in excess of ten
28 hours in any one day, for all work performed either in
29 advance of or after the regularly scheduled hours, for the
30 first four hours in excess of ten hours in any regular
31 workday and for the first ten hours worked on any two (2)
32 of the three regularly scheduled days off each workweek,
33 with the third scheduled day off worked, to be paid at the
34 double time rate.

35
36 b. Double time shall be paid for all time worked in excess of
37 the first ten hours worked on any two (2) of the three
38 regularly scheduled days off each workweek. Double time
39 shall be paid for all time worked in excess of 14 hours in
40 any 24-hour period, except when an employee bidding
41 voluntarily changes shifts or is exercising his/her seniority
42 rights after layoff or displacement.

43
44 **3. For overtime purposes, the 24-hour period shall begin with the**
45 **starting time of the employee's regularly assigned shift and shall**
46 **continue until the employee has completed his/her tour of duty**
47 **and had at least eight consecutive hours of rest.**

1 **4. The above subparagraphs 1.b. and 2.b. do not apply when an**
2 **employee bidding voluntarily changes shifts or days off, or is**
3 **exercising his/her seniority after layoff or displacement, or is**
4 **working a shift trade or day trade, or is working leave make-up**
5 **time.**
6

7 B. Employees shall be allowed (without loss of pay) a ten (10) minute break
8 after each two (2) hours of overtime beyond their regular shift.
9

10 C. When an employee has been relieved for the day and is recalled to work, or
11 when an employee is called into work on his **first** regular day off, he shall be
12 paid for not less than two (2) hours at the time and one-half rate.
13

14 D. Employees shall be given **two (2) hours** notice of overtime, except in cases
15 of **aircraft schedule requirements**, or more notice if possible. There shall
16 be no pyramiding of the overtime rates. When overtime is required in order
17 to maintain the airline flight schedule, the mechanics needed will be required
18 to work.
19

20 E. Overtime shall be distributed as equally as possible between all qualified
21 employees whenever overtime is required.
22

23 F. The following days are designated holidays: New Year's Day, Memorial Day,
24 Independence Day, Labor Day, Thanksgiving Day, Christmas Day. The
25 holiday period for night shift shall begin at the start of their shift on the
26 evening before the holiday. For all other shifts, the holiday period shall begin
27 at the start of the shift on the actual holiday.
28

29 G. **Full-time** employees required to work on any of the foregoing holidays shall
30 be paid one and one-half (1-1/2) times their straight time rate for all hours
31 worked on such holidays.
32

33 H. **Full-time** employees shall be paid eight (8) hours straight time for the holiday
34 as a holiday bonus, except for those employees working a ten-hour day who
35 will be paid ten (10) hours straight time for the holiday as a holiday bonus,
36 unless the holiday falls on the employee's regular day off at which time he will
37 be paid eight (8) hours straight time pay as a holiday bonus.
38

39 I. **Full-time** employees scheduled to work on a holiday may trade with an
40 employee in the same classification subject to Company approval. Such
41 trade will not affect the holiday pay provision, and the Company shall be
42 notified of the trade at least three (3) days before the holiday. The employee
43 accepting the trade shall be required to report for work.

1 ARTICLE 7
2 FIELD SERVICE

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4
5 A. When employees covered by this Agreement are required to work away from
6 their base location, they shall be paid for such work on the same basis as at
7 their base location.

8
9 B. Employees shall be paid the applicable rate for all time spent in traveling or
10 waiting at Company direction, except for periods when not on duty. Every
11 effort shall be made to return an employee engaged in field service or
12 emergency work to his base location as soon as possible after he has
13 completed his assigned duty. Upon the request of the employee and the
14 approval of the Company, the start time of the subsequent shift shall be
15 adjusted to provide for an eight (8) hour rest period, and the release time of
16 the shift shall be adjusted accordingly.

17
18 C. Where transportation, laundry, and lodgings are not provided by the
19 Company for employees on emergency work, attending school or filling
20 temporary vacancies of thirty (30) calendar days or less, all reasonable
21 necessary expenses, excluding alcohol, will be allowed as substantiated by
22 receipts.

23
24 When an employee is required to go on field service duty, it shall be the
25 responsibility of the Vice President of Maintenance to ensure that sufficient
26 funds are available to the employee(s) to accommodate the anticipated and
27 normal expenses.

28
29 When an employee is required to go on field service duty, and is away from
30 his base location at the following times -- one (1) hour prior to his regular shift
31 (breakfast), regular lunch time (lunch), and one (1) hour past his regular shift
32 (dinner), he shall be paid the following per diem for meals:

33
34

Breakfast	\$ 7.00
Lunch	\$ 9.00
Dinner	\$12.00

35
36
37

38 When an employee is required to go on field service duty, and uses a
39 privately owned vehicle for transportation to the field service location, he will
40 be paid **\$.31** per mile or more depending on Company policy.

41
42 D. Employees called **at home** for overnight field service after completing their
43 regular shift assignment, or on a regular day off, who are not given at least
44 **two (2)** hours' notice will be allowed **one (1)** hour at the applicable rate as
45 preparatory time in advance of scheduled departure time.

46 **E. Employees called for overnight field service will be lodged one person**
47 **per room when possible.**

1 ARTICLE 8
2 VACATIONS
3

4 A. Vacation is accrued according to length of service with the Company.
5

6 One (1) through two (2) years of service = 3.33 hours per month.
7 Three (3) through five (5) years of service = 6.67 hours per month.
8 Six (6) years of service and above = 10.00 hours per month.
9

10 **B. Employees completing a perfect attendance record for scheduled work**
11 **days each calendar year, beginning January 1, 2001 and ending**
12 **December 31, shall be awarded an additional two (2) vacation days the**
13 **following year. Employees completing a second year of perfect**
14 **attendance shall be awarded three (3) days the following year; those**
15 **completing a third year of perfect attendance shall be awarded four (4)**
16 **days the following year, with a maximum of four (4) days for each**
17 **following year of perfect attendance.**
18

19 C. New employees accrue paid vacation during their first six (6) months of active
20 service but may not take any paid vacation until after their first anniversary.
21

22 D. Vacation pay will be prorated and paid out on the termination of the
23 employee. An employee laid off or entering the armed services or who dies
24 or retires shall be paid for accumulated vacation. Employees with less than
25 twelve (12) months of employment are not eligible for prorated payment upon
26 termination.
27

28 E. Vacations are not cumulative, and must be taken in the calendar year
29 following the year in which they are accrued unless a scheduled vacation is
30 deferred to the following year at Company request. Vacation accruals in
31 excess of one hundred twenty (120) hours cannot be carried over into the
32 next calendar year, unless scheduled vacations are canceled at Company
33 request.
34

35 F. Vacation periods for the year will be bid any time during the year. Vacation
36 time, except Day-At-A-Time (DAT) vacation, is to be requested at least thirty
37 (30) days in advance. If vacation is requested less than thirty (30) days in
38 advance, it shall be granted at the discretion of the Company.
39

40 G. Open vacation periods will be awarded on the basis of first come/first serve.
41 If two (2) employees ask for the period off at the same time then the senior
42 employee (most time within the bargaining unit) will be given the time off.
43 Seniority within the bargaining unit shall prevail when bidding vacations.
44

45 H. Vacations may be requested on a DAT basis. At the time an employee bids
46 his vacation, he may elect to use up to five (5) days. DAT vacation may be
47 used singularly or consecutively with a minimum of seven (7) days' notice.
48 The Company shall advise the employee within three (3) days of the request
49 if the employee can have the time off.

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- I. The Company shall furnish each employee, at each pay period, his balance of accrued vacation.

- J. When a state of emergency is declared by local or state government due to weather conditions and employees are prevented from reporting to work, employees may request and shall be granted vacation. In the event vacation is not used, the lost time will be considered time off without pay.

1 ARTICLE 9
2 LEAVE OF ABSENCE

- 3
- 4 A. When the requirements of service permit, an employee shall, upon proper
5 written application and approval of the Company, be granted a leave of
6 absence for a period not to exceed ninety (90) calendar days. Except as
7 herein provided, an employee shall not during the time he is on a leave of
8 absence be gainfully employed without first having received Company
9 approval. The Company shall notify the union of any such leaves of absence
10 granted or extended.
- 11
- 12 B. Leaves of absence may only be extended for additional periods when
13 approved by the Company.
- 14
- 15 C. Employees who are members of the armed forces of the United States
16 (including the National Guard or other reserve unit) shall be granted unpaid
17 leaves of absence as required by law to participate in weekend drills or active
18 duty exercises. An employee wishing to participate in such activities must
19 request a leave of absence from the Company within a reasonable time
20 before the leave is to commence. An employee may use accrued vacation
21 time for all or part of the period of military leave, in which case the employee
22 shall receive vacation pay for the vacation time used.
- 23
- 24 D. During leaves of absence, employees shall retain, but not continue to accrue,
25 seniority beyond the first ninety (90) calendar days. Employees on sick
26 leave, military or occupational injury leave shall continue to accrue seniority.
- 27
- 28 E. In the case of death of the immediate family (spouse, children, father,
29 mother, sister, brother, grandparents, stepparent, stepchild, mother-in-law, or
30 father-in-law), an employee will be allowed three (3) days time off with pay,
31 beginning with date of death to and including the date of the funeral but not to
32 exceed three (3) of his scheduled work days during said period. The
33 employee shall not be eligible for funeral leave pay if he is on vacation, layoff,
34 or any kind of personal, sick, or Workers' Compensation leave. He shall not
35 be paid for funeral leave in the event of a holiday for which he is eligible
36 occurring during the funeral leave.
- 37
- 38 F. An employee accepting full-time employment with the Union, such as a
39 District Officer, Grand Lodge Officer, or Local Officer shall be granted an
40 indefinite unpaid leave of absence. Such employee shall be extended all
41 benefits and seniority under this Agreement and the Company shall be
42 reimbursed for the same by the International Association of Machinists and
43 Aerospace Workers.
- 44
- 45 G. An employee returning from a medical, military, occupational injury or family
46 leave (as required by law) shall be returned to his former position if his
47 seniority warrants. Employees returning from any other leaves of absence
48 may return under such conditions as specified by the Company in writing at
49 the time the leave was granted or extended.
- 50

1 H. An employee required to participate in jury duty will be granted leave for such
2 purpose, without loss of benefits. Such employee shall provide the Company
3 with a copy of his summons to jury duty immediately upon receipt. The
4 employee will notify the Company and make himself available for duty on any
5 day when he is released from jury service and upon completion of jury
6 service. Upon presentation of documentation of the amount received for jury
7 service, the Company will pay the employee the difference between that
8 amount paid and his regular pay.
9

1 ARTICLE 10
2 VACANCIES AND BULLETINED JOBS

- 3
- 4 A. When a vacancy occurs and the Company wishes to fill the job, notice of
5 such vacancy shall be posted on the mechanics' bulletin board at all locations
6 for a period of seven (7) calendar days. Such bulletin will specify the
7 classification, minimum qualifications, location, shift, hours of service, shop
8 ("shop" is defined as the area of primary job duties), days off and the closing
9 date. An employee desiring to be considered for the job shall submit a bid
10 during the seven (7) day period. Bids shall be submitted to the Vice
11 President of Maintenance on a standard Company form and must be dated
12 and/or postmarked and received prior to the closing date of the bulletined
13 vacancy.
- 14
- 15 B. In filling a bulletined job(s) bids shall be awarded in the order of the following
16 priorities:
- 17
- 18 1. Most senior employee holding seniority in the job classification and
19 meeting the qualifications for the position..
- 20
- 21 2. Most senior employee meeting the qualifications for the position.
- 22
- 23 C. Qualifications for posted vacancies shall be reasonable, objective and shall
24 be uniformly applied **and will include a review of past performance**
25 **evaluations.**
- 26
- 27 D. The successful bidder shall be subject to a demonstration period of up to
28 thirty (30) work days to demonstrate his ability to perform the work. If he fails
29 to demonstrate his ability, he shall revert back to his former position and be
30 precluded from bidding on the same or higher classification for the next six
31 (6) months.
- 32
- 33 E. If no qualified employee bids, the Company shall recall qualified furloughed
34 employees by seniority. If no qualified furloughed employees are available,
35 the Company shall have the right to hire from the outside to fill the vacancy.
- 36
- 37 F. When it becomes necessary to realign the work force with no reduction of the
38 overall work force.
- 39
- 40 1. New positions will be bid in the affected location or shop with only
41 employees in those areas affected being eligible to bid for those
42 positions.
- 43
- 44 2. If an employee fails to submit a preference bid, he shall be assigned to
45 any available opening.
- 46
- 47 G. A vacancy can be filled on a temporary basis not to exceed one hundred
48 twenty (120) work days pending posting and selection procedure.
- 49

1 ARTICLE 11
2 SENIORITY
3
4

5 A. Seniority shall be defined as length of continuous service with the Company
6 and shall be by work classification and shall accrue from the date of entering
7 a classification on a regular assignment, subject to other provisions herein.
8 For seniority purposes, the date of entering classifications shall be
9 established as one day after the award of the bid. Work classifications shall
10 be as defined in Article 4. An employee moving from a lower classification to
11 a higher classification shall retain and continue to accrue seniority in all lower
12 classifications and shall be paid in accordance with the starting rate of the
13 higher classification.
14

15 B. Seniority by work classification shall be recognized in all reductions of force,
16 in recalling after a layoff, in bidding for vacancies or new jobs, and in all
17 promotions, demotions or transfers. For the purpose of classification
18 seniority, the order will be:
19

20 **Lead Mechanic**
21 **Inspector**
22 Mechanic/Repairman
23 **Propeller Specialist**
24 Utility Person
25

26 B. Upon completion of the probationary period, the names of such employees
27 shall be placed on the seniority list for their respective classification in order
28 of the date of their entry into that classification. When two or more
29 employees on the seniority list have the same date of entry into a
30 classification, the following procedure will be used in sequence:
31

- 32 1. Date of entering Company as an employee;
- 33 2. Birthday - oldest employee will be the senior;
- 34 3. By method mutually agreed upon by both or all parties concerned.
35
36
37

38 D. As of January 1 and July 1 of each year, the Company shall update system
39 seniority lists containing, in their proper order, the names of all employees in
40 each job classification. Copies of seniority lists shall be posted on the Union
41 bulletin boards and a copy sent to District 143. At the time of the initial
42 appearance on a seniority list, employees shall have thirty (30) days after the
43 posting of such list in which to protest in writing to the Company any omission
44 or incorrect posting affecting their seniority.
45

46 E. Employees shall lose their seniority status and their names shall be removed
47 from the seniority list under the following conditions:
48

- 49 1. He quits or resigns.
50

- 1 2. He is discharged for just cause.
- 2
- 3 3. He is absent from work for two (2) consecutive days without properly
- 4 notifying the Company of the reason for his absence, but not if a
- 5 reason satisfactory to the Company is given.
- 6
- 7 4. He does not inform the Company in writing or by telegraph of his
- 8 intention to return to service within seven (7) calendar days of
- 9 attempted delivery of the telegram or certified letter of notice offering
- 10 to re-employ him.
- 11
- 12 5. He does not return to the service of the Company on or before a date
- 13 specified in the notice from the Company offering him re-employment,
- 14 which date shall not be prior to fourteen (14) calendar days after
- 15 attempted delivery of the telegram or certified letter of notice; provided,
- 16 however, that Sections 4 and 5 of this Article shall not apply to offers
- 17 of temporary work.
- 18
- 19 6. All notices required to be sent under this Section shall be sent by
- 20 certified mail, return receipt requested, to the employee at the last
- 21 address filed by him with the Company, provided, however, that there
- 22 shall be no duty on the part of the Company to send a notice to a laid
- 23 off employee unless said employee shall, when laid off, file his
- 24 address with the Company and shall thereafter promptly advise the
- 25 Company of any change of address.
- 26
- 27 7. He is not recalled after having been laid off from the Company for a
- 28 continuous period of thirty-six (36) months. The thirty-six (36) months
- 29 shall be considered broken only if an employee is recalled for a period
- 30 of thirty (30) or more consecutive work days.
- 31
- 32 F. An employee holding seniority in a classification higher than his present
- 33 classification and failing to bid on a bulletined job in such higher classification,
- 34 at his location, shall lose all seniority in such classifications. The same shall
- 35 apply if his bid is withdrawn prior to the bid award. Except when it is
- 36 necessary to avoid furlough, when an employee successfully bids to a lower
- 37 classification, he shall lose seniority in the higher classification upon
- 38 successful completion of his demonstration period. **An employee who bids**
- 39 **or is assigned to a lower classification shall be paid the rate of the**
- 40 **lower classification.**

1 ARTICLE 12
2 PROBATIONARY PERIOD
3

- 4 A. All newly hired employees for positions within the bargaining unit shall be
5 considered as probationary employees for the first **one hundred twenty**
6 **(120)** calendar days of active service. For sufficient reason as determined by
7 the Company, with notice to the Union, the probationary period may be
8 extended up to an additional ninety (90) days. Days of employment missed
9 due to sickness, injury, or any other reason shall extend the probationary
10 period by the number of days missed. On-the-job training time shall count
11 toward completion of probation.
12
- 13 B. All such employees shall enjoy the benefits of the terms of this Agreement
14 unless expressly provided otherwise, except that the termination of a
15 probationary employee shall not be subject to the grievance procedure.
16
- 17 C. Upon completion of the **initial one hundred twenty (120)** days probationary
18 period, an employee shall be entitled to all benefits of the contract. Should
19 the Company extend the probationary period pursuant to this article, then
20 upon successful completion all benefits shall be retroactive to the original
21 probation completion date.

1 ARTICLE 13
2 FURLOUGH

3
4 A. When a furlough becomes necessary, the Company shall give the affected
5 employee(s) a minimum of fourteen (14) days' notice or pay in lieu thereof.
6 The employee(s) directly affected may exercise seniority in the following
7 manner:

- 8
9 1. a. Displace an employee in his classification at his location.
10
11 b. Displace the most junior employee at the location of his choice
12 in his classification or displace an employee in a lower
13 classification at his location.
14
15 c. Displace the most junior employee at the location of his choice
16 in a lower classification.
17
18 d. Go on layoff status at the location where affected by a reduction
19 in force provided he has exercised seniority at his location to the
20 fullest extent possible in any classification in which he holds
21 seniority (an employee who is unable to exercise seniority in the
22 mechanic/repairman classification and who holds seniority in a
23 lower classification may elect to go on layoff status rather than
24 exercise seniority in that lower classification, in which event he
25 shall lose seniority in all classifications lower than that of
26 mechanic/repairman).
27
28 2. Employees electing to exercise the above options will not be permitted
29 to displace a junior employee at some later date, but may bid on any
30 bulletined vacancy in accordance with his seniority.
31
32 3. Laid off employees shall not be required to accept a temporary job of
33 less than six (6) months, and the Company shall notify the employee if
34 the recall is for a temporary position.
35
36 4. An employee must notify the Company in writing within seven (7)
37 calendar days after receipt of notice or displacement which of the
38 above options he elects. Should the employee fail to notify the
39 Company, the employee will be placed on layoff status at the location
40 in accordance with (d) above or an employee who has elected option
41 (b) or (c) and fails to report at the new location within fourteen (14)
42 calendar days (unless mutually agreed otherwise) after the effective
43 date of his layoff or displacement shall have his name removed from
44 the seniority list of all classifications in which he refused to exercise
45 seniority in the order of his refusal.

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- B. In the event an employee's work is geographically relocated, he may elect to utilize the provisions of a location layoff rather than to exercise his rights to follow the work.
- C. All notices required to be sent under this Article shall be sent to the employee at the last address filed by him with the Company. There shall be no obligation on the part of the Company to recall an employee who fails to keep his current mailing address on file with the Company, as herein provided.
- D. While an employee is on furlough, he will be eligible for transportation rights on the Company's system set forth in Article 15 of this Agreement for the first thirty (30) days of such furlough.

1 ARTICLE 14
2 SICK LEAVE

3
4 A. The purpose of sick leave is to compensate an employee as if he had worked
5 on days that he cannot work due to an off-the-job illness or injury not covered
6 by Workers' Compensation. A day of sick leave shall consist of that time that
7 the individual was scheduled to work had he not been sick. Sick leave shall
8 accrue without any cap on the basis of:

9
10 One (1) through two (2) years of service = two (2) hours per month

11
12 Three (3) years and above = three (3) hours per month.

13
14 B. In questionable cases, the Company may request evidence substantiating the
15 illness. The company may require a doctor's certificate if it so notifies the
16 employee and pays the expense, unless the employee has sought medical
17 assistance from a doctor on his own and provides to the Company that
18 doctor's certificate.

19
20 C. Employees who are furloughed or granted leave of absence shall retain for
21 thirty-six (36) months accrued sick leave.

22
23 D. An employee who is eligible for Workers' Compensation will be permitted to
24 use his accumulated sick leave on a pro-rata basis to obtain his regular daily
25 rate of straight time pay until such time as he exhausts his sick leave accrual.

26
27 E. Sick leave shall be paid for scheduled time lost only and shall not exceed ten
28 (10) hours in any one (1) day at the employee's straight time rate.

29
30 F. The Company shall furnish each employee, at each pay period, his/her
31 balance of accrued sick leave.

32
33 G. It is agreed that the Union shall cooperate with the Company wherever
34 possible to combat any abuse of the sick leave provisions provided in this
35 Agreement. Any employee who uses sick leave for any other purpose than
36 for which it is designated on the leave of absence request signed by the
37 employee shall be subject to disciplinary action, including discharge.

38
39 H. A new employee shall begin to accrue sick leave from the first day of
40 employment but shall not be permitted to utilize sick leave accrual until six
41 months have elapsed.

1 ARTICLE 15
2 TRAVEL PRIVILEGES

- 3
4 A. Employees covered by this Agreement shall be entitled to the same free
5 and/or reduced rate travel privileges as extended to other Company
6 employees.
7

8
9 ARTICLE 16
10 TRANSFER OUT OF BARGAINING UNIT

- 11
12 A. Employees promoted to positions outside the coverage of this Agreement in
13 the interest of the Company directly related to work covered by this
14 Agreement will retain and accrue seniority in the classification from which
15 promoted for a period of twelve (12) calendar months from the date of such
16 promotion and retain but not accrue seniority thereafter.
17
18 B. Employees promoted to permanent positions outside the coverage of this
19 Agreement will retain but not accrue seniority under this Agreement for a
20 period of one hundred eighty (180) calendar days from the date of such
21 promotion. When new positions are created, the Company and the Union will
22 agree as to whether the work is related and whether employees covered by
23 this Agreement will retain seniority under the Agreement.

1 ARTICLE 17
2 GRIEVANCE PROCEDURE

3
4 A. The representation for the effective handling of grievances and disputes
5 between the parties under this Agreement shall be:

- 6
7 1. The Union shall be represented by not more than one (1) properly
8 designated Steward or Committeeman for each shift (non-overlapping
9 shifts) at each location. This Steward and/or Committeeman shall deal
10 with officials of the Company with or through an accredited I.A.M.A.W.
11 representative and/or his designee. A Steward and/or Committeeman,
12 upon request from an employee, may be present at all disciplinary
13 hearings. One(1) of the stewards shall be designated as Chief
14 Steward who shall assist the stewards on all shifts in handling disputes
15 between the parties.
16
17 2. The Company shall be represented by authorized Company
18 representatives.
19
20 3. The Union and the Company shall at all times keep the other party
21 advised through written notice of any change in authorized
22 representatives .
23
24 4. The authorized representatives of the Union shall be permitted, at any
25 time to enter shops and facilities of the Company for the purpose of
26 investigating grievances and disputes. The representative shall obtain
27 prior approval from the Company, which approval will not be
28 unreasonably withheld, and will not unnecessarily disrupt the
29 operation.
30

31 B. For the presentation and adjustment of disputes or grievances that may arise,
32 the following procedure shall be utilized:

- 33
34 1. Step 1. Any employee, or employees, having a grievance in
35 connection with the application of the terms of this Agreement may,
36 with the Steward or other authorized Union representative, present the
37 grievance verbally to his immediate supervisor or his designee in an
38 effort to resolve the grievance.
39
40 2. Step 2. If the employee and the Steward are not satisfied with the
41 verbal decision of his immediate supervisor or his designee, he may,
42 within twenty (20) days after the incident giving rise to the grievance,
43 present his signed grievance in writing for reconsideration by the Vice
44 President of Maintenance on a form supplied by the Union; the Vice
45 President of Maintenance shall initial and date acknowledgment of
46 receipt of the grievance. The grievance shall state the remedy desired
47 and the date of the alleged violation. The Vice President of
48 Maintenance shall render his written decision within fifteen (15) days
49 after final discussion with the Steward and/or grievant.

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3. Step 3. If the decision in Step 2 is not considered satisfactory, the General Chairman or his designee may appeal the decision to the CEO or his designee within fifteen (15) days after receipt of the written decision rendered in Step 2 above. This appeal shall be by submission of the written grievance. The CEO or his designee shall render his decision in writing within fifteen (15) days after final discussion with the General Chairman or his designee.
- 9
10
4. Step 4.
- 11 a. If the CEO or his designee's decision is not considered
12 satisfactory, the grievance and decision thereon may be
13 referred to the four-member System Board of Adjustment.
14
- 15 b. Upon receipt of this submission, the Board shall meet on a
16 mutually agreeable date not to exceed forty-five (45) days after
17 the submission to consider and attempt to resolve the dispute.
18
- 19 c. If the Board is unable to resolve the dispute within seven (7)
20 days after the Board convenes, the grievance and decision may
21 be referred through the General Chairman to arbitration in
22 accordance with Article 18. Such referral to arbitration shall be
23 made within forty-five (45) calendar days of the initial meeting of
24 the Board.
25
- 26 d. The applicable rules specified in Article 18 shall apply to the
27 four-member Board.
28
- 29 C. The Steward, with authorization from the Vice President of Maintenance, may
30 investigate and discuss grievances while on scheduled working time without
31 loss of pay. The Steward shall not disrupt operations, and the vice President
32 of Maintenance shall not unreasonably withhold the authorization.
33
- 34 D. 1. No employee who has completed his probationary period shall be so
35 disciplined to the extent of loss of pay or discharge without being
36 advised in writing of the charge, or charges, preferred against him
37 leading to such action. Such notice shall be presented to the employee
38 not later than ten (10) work days from knowledge of the facts upon
39 which such charge or charges are based, with a copy to the Local
40 Steward.
41
- 42 2. An employee disciplined in D.1. above may proceed directly to Step 2
43 of the grievance procedure and present his written grievance to the
44 Vice President of Maintenance. Any grievance filed by the Company
45 shall be filed directly with the System Board, as specified in Article 18.

1 E. An employee has the right to review his personnel file at reasonable times in
2 the presence of a Company official and may, in disciplinary cases, at his
3 option, be accompanied by his Union representative. Disciplinary letters and
4 write-ups shall not be used against an employee after two (2) years provided
5 there are no reoccurrences of the same nature.

1 ARTICLE 18
2 SYSTEM BOARD OF ADJUSTMENT

3
4 A. In compliance with Section 204, Title 2, of the Railway Labor Act, as
5 amended, there is hereby established a System Board of Adjustment for the
6 purpose of adjusting and deciding all disputes or grievances which may arise
7 under the terms of this Agreement and which are properly submitted to it after
8 exhausting the procedure for settling disputes, as set forth under the
9 Grievance Procedure.

10
11 B. At the arbitration stage, the Board shall consist of three (3) members, one (1)
12 appointed by the Company, one (1) appointed by the Union and, for each
13 dispute one (1) member (hereinafter referred to as the neutral member)
14 selected in accordance with Paragraph E of this Article.

15
16 C. The Board shall have jurisdiction over disputes between any employee
17 covered by this Agreement and the Company growing out of grievances or
18 out of interpretation or application of any of the terms of this Agreement. The
19 jurisdiction of the Board shall not extend to proposed changes in hours of
20 employment, basic rates of compensation, or working conditions covered by
21 this Agreement or any amendment hereto.

22
23 D. The neutral member of the Board shall preside at meetings and hearings of
24 the Board and shall be designated as Chairman of the System Board of
25 Adjustment. It shall be the responsibility of the Chairman to guide the parties
26 in the presentation of testimony, exhibits, and arguments at hearings to the
27 end that a fair, prompt, and orderly hearing of the dispute is afforded. The
28 Board shall meet in the city where the general offices of Great Lakes Aviation
29 are maintained (unless a different place of meeting is agreed upon by the
30 Board).

31
32 E. Upon filing a request for hearing with the Company member and Union
33 member, the Company and Union shall within fifteen (15) calendar days meet
34 to select a neutral member to sit with the Board in consideration and
35 disposition of the case. If no agreement can be reached within the fifteen
36 (15) calendar day period, the appealing party shall file a request with the
37 National Mediation Board for a panel of seven (7) neutral arbitrators from
38 which the parties shall select one (1) to serve as the neutral member.

39
40 Upon the selection or appointment of a neutral member, the appealing party
41 shall forward a copy of the submission to the members of the Board. All
42 subsequent documents to be filed with the Board shall be addressed to all
43 three (3) members of the Board.

44
45 The Chairman shall set a date for hearing which shall be mutually satisfactory
46 with the Union and the Company members of the Board and shall be within
47 thirty (30) calendar days of the date of selection or appointment of the neutral
48 member unless the Company and the Union have agreed to a mutually
49 satisfactory later date.

- 1 F. Employees covered by this Agreement may be represented at Board
2 hearings by such person or persons as they may choose and designate, and
3 the Company may be represented by such person or persons as it may
4 choose and designate.
5
- 6 G. Decisions of the Board in all cases properly referable to it shall be final and
7 binding upon the parties hereto.
8
- 9 H. The decision of the Board shall be rendered within thirty (30) calendar days
10 after the closing of the hearing and/or final briefs have been submitted, and a
11 majority vote of the members of the Board, including the neutral member,
12 shall be necessary to reach such decision. The expense and reasonable
13 compensation of the neutral member shall be borne equally by the parties
14 hereto, except as may be otherwise provided under the Railway Labor Act.
15 The time limits specified in this paragraph may be extended by mutual
16 agreement of the parties to this Agreement.
17
- 18 I. Nothing herein shall be construed to limit, restrict, or abridge the rights or
19 privileges accorded either to the employees or to the Company, or to their
20 duly accredited representatives, under the provisions of the Railway Labor
21 Act, as amended.
22
- 23 J. Each of the parties hereto shall assume the compensation, travel expenses,
24 and other expenses of its Board member and witnesses called or summoned
25 by it. Witnesses who are employees of the Company shall receive free
26 transportation over the lines of the Company in accordance with Company
27 policy.
28
- 29 K. It is understood and agreed that each and every Board member shall be free
30 to discharge his duty in an independent manner, without fear that his
31 individual relations with the Company or the Union may be affected in any
32 manner by any action taken by him in good faith in his capacity as a Board
33 member.
34

1 ARTICLE 19
2 SAFETY AND HEALTH

- 3
- 4 A. The Company shall comply with applicable Federal, State and local safety
5 and health regulations.
6
- 7 B. The Company shall furnish first aid equipment and all necessary safety
8 devices for employees working on hazardous or unsanitary work and also
9 shall furnish protective clothing for employees required to work with acids or
10 chemicals that are injurious to regular clothing. Employees shall use or wear
11 such devices or clothing as may be furnished.
12
- 13 C. Employees covered by this Agreement shall not be required to work on
14 aircraft outside of hangars during inclement weather when Company hangars
15 are reasonably available. This clause shall not apply to emergency work on
16 aircraft for immediate service or to servicing of flights.
17
- 18 D. Should an employee become injured and unable to perform his duties, he will
19 be given an opportunity to perform such work that is available and will receive
20 the appropriate rate of pay in the classification of the work being performed.
21
- 22 E. A. joint safety committee consisting of one (1) member from the IAM and one
23 (1) member from Great Lakes Aviation will be established to deal with safety
24 issues.

1 ARTICLE 20

2 LIABILITY FOR DAMAGE TO EQUIPMENT

3

4 No employee shall be required to pay for damage done to any equipment or
5 property which may be damaged during the course of his employment unless such
6 damage is a result of gross negligence or a willful or wanton act of such employee.

7

1 ARTICLE 21
2 SAVINGS CLAUSE

3

4 If any Article or section of this Agreement or any addenda thereto should be held
5 invalid by operation of law or by any tribunal of competent jurisdiction, or if
6 compliance with or enforcement of any Article or section should be restrained by
7 such tribunal, the remainder the Agreement and addenda shall not be affected
8 thereby; and the parties shall enter into immediate collective bargaining negotiations
9 for the purpose of arriving at a mutually satisfactory replacement for such Article or
10 section.

11

12

13 ARTICLE 22
14 NO OTHER AGREEMENT

15

16 The Company agrees not to enter into any other written or verbal agreement which
17 conflicts with the terms of this Agreement, with the members of the Bargaining Unit
18 individually or collectively.

19

1 ARTICLE 23
2 WAGE RULES

- 3
- 4 A. The minimum hourly rates set forth in Article 24 attached hereto and made a
5 part of this Agreement shall prevail on and after the dates and in the manner
6 indicated therein.
7
- 8 B. The rates of pay of all employees on the payroll at the time of the execution
9 of this Agreement shall be adjusted in accordance with the progression
10 schedule indicated on Article 24, but no employee shall receive a reduction in
11 hourly rate because of that progression schedule.
12
- 13 C. Employees shall be paid biweekly on Fridays. Should the regular pay day fall
14 on a holiday, employees shall be paid on the weekday following the holiday.
15
- 16 D. It is understood that if approval of any or all changes in rates of pay and other
17 compensation is required by applicable laws and regulations, such changes
18 shall be payable only after joint application and approval by the appropriate
19 government wage stabilization agencies and then only in accordance with
20 such approval.
21
- 22 E. If an employee is temporarily upgraded to a higher classification, the
23 employee shall receive the higher classification pay that day for all time
24 worked in the higher classification, with a minimum of two (2) hours for the
25 day.
26
- 27 F. An employee may do work in a lower classification and shall not have his pay
28 reduced during such time.
29

1 ARTICLE 24
2 RATES OF PAY
3

4 A. Employees working under this Agreement shall be paid a minimum of the
5 rates set out below.
6

7 B. 1. LEAD MECHANIC
8

9 An employee assigned as a lead mechanic will be paid \$1.25 per
10 hour over his regular rate.
11

12 2. INSPECTOR
13

14 An employee assigned as an inspector will be paid \$1.25 per hour
15 over his applicable rate.
16

17 3. MECHANIC/REPAIRMAN
18

	<u>11/01/00</u>	<u>11/1/01</u>	<u>11/01/02</u>	<u>11/01/03</u>	<u>11/01/04</u>
19 Start	10.45	10.80	11.15	11.50	11.85
20 6 months	10.95	11.30	11.65	12.00	12.35
21 1st year	11.70	12.05	12.40	12.75	13.10
22 2nd year	12.45	12.80	13.15	13.50	13.85
23 3rd year	13.20	13.55	13.90	14.25	14.60
24 4th year	13.95	14.30	14.65	15.00	15.35
25 5th year	14.70	15.05	15.40	15.75	16.10
26 6th year	15.45	15.80	16.15	16.50	16.85
27 7th year	16.20	16.55	16.90	17.25	17.60

28
29
30 All rates effective at the beginning of pay period closest to date indicated.
31

32
33 4. UTILITY PERSON
34

	<u>11/1/00</u>	<u>11/1/01</u>	<u>11/1/02</u>	<u>11/01/03</u>	<u>11/01/04</u>
35 Start	7.75	8.00	8.25	8.50	8.75
36 6 months	8.00	8.25	8.50	8.75	9.00
37 1st year	8.25	8.50	8.75	9.00	9.25
38 2nd year	8.50	8.75	9.00	9.25	9.50
39 3rd year	8.75	9.00	9.25	9.50	9.75
40 4th year	9.00	9.25	9.50	9.75	10.00
41 5th year	9.25	9.50	9.75	10.00	10.25

42
43
44 All rates effective at the beginning of pay period closest to date indicated.

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C. LICENSE PREMIUM

1. a. Airframe Certificate: **Fifty cents (\$.50)** per hour.
(For mechanic/repairman or higher classification)
 - b. Powerplant Certificate: **Fifty cents (\$.50)** per hour.
(For mechanic/repairman or higher classification)
 - c. F.C.C. General Radiotelephone Operator license: **Fifty cents (\$.50)** per hour. (For mechanic/repairman or higher classification)
 - d. Maximum license premium is **one dollar (\$1.00)** per hour.
2. License premiums shall be included as a part of the basic rate of pay for purposes of pay for overtime, holidays and sick leave.

1 ARTICLE 25
2 INSURANCE

- 3
- 4 A. Employees shall receive the same insurance benefits as extended to other
5 Company employees.
 - 6
 - 7 B. Premium payments shall be in accordance with the policy applicable to other
8 Company employees.
 - 9
 - 10 C. An employee on furlough may continue his insurance coverage in
11 accordance with applicable law.
 - 12
 - 13 D. Upon employment, the Company will provide each employee with a Plan
14 booklet.

1 ARTICLE 26
2 RETIREMENT PLAN

- 3
- 4 A. Employees shall receive the same retirement plan benefits as extended to
5 other Company employees.
6
- 7 B. Upon employment, the Company will provide each employee with a Plan
8 booklet.
9
- 10 **C. Retired employees will retain employee flight privileges provided that at**
11 **the time of retirement they have attained at least age 55 with 10 years of**
12 **active service with the Company.**
13

1 ARTICLE 27
2 GENERAL AND MISCELLANEOUS

- 3
- 4 A. If a new aircraft type is put into service by the Company, all employees
5 affected shall be given adequate opportunity to become familiar with the new
6 equipment without change of classification or rate.
7
- 8 B. All orders or notices to an employee involving a change in permanent location
9 assignment, promotion, demotion, furlough and leave of absence shall be in
10 writing.
11
- 12 C. The Company shall furnish at each location secured bulletin board space for
13 the use of official union business. Such space shall be reasonably
14 accessible to covered employees.
15
- 16 D. The Company shall provide each employee covered by this Agreement with a
17 **booklet** copy of the Agreement.
18
- 19 E. The Company shall provide any special tools that are required to provide
20 proper maintenance (sheet metal air tools, calibrated instruments and
21 manufacturer special tools, etc.) and all utility person equipment (brushes,
22 polish, etc.)
23
- 24 F. Employees who are required to attend Company meetings, or training on a
25 day off, shall be paid at the applicable rate.
26
- 27 G. All training time in conjunction with a scheduled shift shall be paid at straight
28 time rates.
29
- 30 H. Employees shall not be required to participate on test flights or on a bomb
31 threat against their will.
32
- 33 I. Employees requested to travel on single engine aircraft under questionable
34 weather conditions may request that the Director of Operations or his
35 designee confirm that the proposed flight meets aircraft safety standards.
36
- 37 J. The Company will provide a cleaning allowance of \$8.00 per month for
38 mechanic and higher classifications and \$4.00 per month for utility persons,
39 such amounts to be included in their first paycheck of each month, **unless**
40 **the Company, at its discretion, provides uniform shirts and/or pants, in**
41 **which case the cleaning allowance shall not be due to the employee.**
42
43

1 ARTICLE 28
2 VOLUNTARY DUES CHECK-OFF

- 3
4 A. The Company agrees to deduct from the pay of each employee who
5 voluntarily executes the following form on or after the effective date of this
6 Agreement and remits to the Union the membership dues uniformly required
7 by the Union.
8

9 ASSIGNMENT AND AUTHORIZATION FOR CHECK-OFF OF UNION DUES

10
11 TO: Great Lakes Aviation, Ltd.
12 Attention: Payroll
13 **1022 Airport Parkway**
14 **Cheyenne, Wyoming 82001**
15

16 I, (name) _____, hereby assign to the
17 International Association of Machinists and Aerospace Workers the sum of
18 \$_____ each month to cover monthly membership dues or the monthly
19 membership dues which may hereafter be established by the Union from any
20 wages earned by me or to be earned by me as an employee of Great Lakes
21 Aviation, Ltd., and I hereby authorize and direct Great Lakes Aviation, Ltd., as
22 my employer to deduct that amount from the paycheck for the first full pay
23 period each month and remit the same to the District Secretary-Treasurer of
24 the Union.
25

26 This assignment shall be revocable by the employee through written notice at
27 any time, such notice to be sent in duplicate by certified or registered mail to
28 the District Secretary-Treasurer of the Union.
29

30 This authorization and direction is made subject to the provisions of the
31 Railway Labor Act, as amended, and in accordance with existing agreement
32 between the Union and the Company.
33

- 34 B. When a "dues form" as specified herein is received by the Payroll
35 Department on or before the first day of the month, deductions will
36 commence with the second pay day of the month following and will continue
37 thereafter.
38

39 The Company will remit to the Union a check in payment of all dues collected
40 as soon after the pay day as possible. These remittances will be subject to
41 normal accounting practice with respect to adjustment necessary because of
42 the methods involved in the deduction procedure. The Company remittance
43 of Union dues to the Union will be accompanied by a list of names, employee
44 numbers, and amount deducted in that particular period.
45

- 46 C. No deduction of Union dues will be made from the wages of any employee
47 who has been transferred to a job not covered by this Agreement, who is on
48 furlough, or who is on leave without pay. Upon return to work within the

1 classification covered by this Agreement, whether by transfer, termination or
2 leave without pay, or recall from furlough, deductions shall be automatically
3 resumed.

4

5 D. An employee who has executed a “dues form” and who resigns or is
6 otherwise terminated (other than furlough) from the Company shall be
7 deemed to have automatically revoked his assignment, and if he is
8 reemployed, further deductions of Union dues will be made only upon receipt
9 of a new “dues form.”

1 ARTICLE 29
2 MOVING ALLOWANCE

- 3
- 4 A. An employee who has passed his probationary period shall be eligible for
5 moving expenses should the Company close his location.
6
- 7 B. When an employee is moved by the Company, the employee will be paid
8 **four** hundred dollars (**\$400**) for moves of 100-300 miles and **six** hundred
9 dollars (**\$600**) for moves of more than 300 miles.
10
- 11 C. If the employee terminates his employment with the Company and/or is
12 involuntarily terminated by the Company for cause within one-hundred eighty
13 (180) calendar days from his first day on the job at the new location, the
14 employee may, at the discretion of the Company, be required to repay on a
15 pro-rata basis the moving allowance which was paid to the employee.

1 **December 19, 2000**

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**Mr. Kevin Graf
General Chair
INTL ASSN OF MACHINISTS
2600 Eagan Woods Drive, Suite 220
St. Paul, Minnesota 55121**

Dear Mr. Graf:

This letter of understanding is to alleviate any future misinterpretation of Article 6, Overtime and Holidays, Paragraphs A.1.a and A.2.a., in which each makes the following general statement:

Overtime rate of time and one-half shall be paid for all work performed in excess of [either] eight or ten hours [depending on the shift] for all work performed either in advance of or after the regularly scheduled hours.

If an individual comes on the shift either early or late but does not work in total more hours than he or she was scheduled for that work day (i.e., eight or ten hours), he/she is not entitled to overtime pay.

Yours very truly,

GREAT LAKES AVIATION, LTD.

/s/ Doug G. Voss

Douglas G. Voss, President

Agreed to for the IAM:

/s/ Kevin Graf

**Kevin Graf
General Chair**