



2015 Last, Best and Final Offer

August 20, 2015

Article 1 - Scope

- Adds language on the continuance of LOA#4 Jets for Jobs
- Agrees to previously IBT proposed language protecting flying "...by or for the Company..."
- Adds previously bargained language to expand protections on change of control and against the creation of alter ego carriers
- Expands coverage for foreign-based operations
- Agrees to previously proposed language on Sale/Transfer/Lease of Companies' Aircraft
- Provides further protections in the event of Successorship and Mergers

Article 3 - Compensation

- Industry-leading work rules
 - 4.2 minimum hard day guarantee
 - 1:2 Duty Rig
 - 1:4 Trip Rig
- Establishes incentive pay of 125% for all flight hours over 87 in a month
- Premium Pay for Open-Time Parings
 - Green Flag – 115%
 - Yellow Flag – 130%
 - Red Flag – 150%
- Establishes leg-by-leg cancellation pay protection
- Reassignment pay protection
- Deadhead Pay at 75% of scheduled block and 50% of driving time
- Taxi pay 15 minutes at non-hub airports and 30 minutes at hub airports

Article 3 - Compensation

- Maintains past practice of providing market-competitive signing bonuses for potential trainees
- Increases early-report time pay to \$20 per hour
- Adds Super Bowl Sunday as a Company holiday

Article 3 – Industry-Leading FO Rates



Year	Republic Current	Republic LBFO	SkyWest E175		Air Wisc. TA	Compass	Endeavor	Envoy	ASA (35- 59 seats)	ASA (60- 76 seats)	(ERJ- 145)	ExJet (51- 90 seats)		Gojet	Mesa TA	PSA	Trans States	vs. OA Avg.
1	\$22.95	\$40.00	\$30.00		\$27.64	\$25.54	\$25.28	\$25.84	\$23.23	\$23.23	\$23.05	\$25.05	\$24.78		\$22.18	\$24.24	\$25.41	71.7%
2	\$30.88	\$41.00	\$40.12		\$40.63	\$37.10	\$35.02	\$34.91	\$36.13	\$39.14	\$34.31	\$36.31	\$32.32		\$30.00	\$35.16	\$37.25	22.5%
3	\$35.52	\$43.22	\$42.53		\$42.48	\$39.47	\$37.42	\$37.90	\$38.58	\$40.34	\$36.46	\$38.46	\$36.63		\$33.34	\$38.14	\$39.96	20.5%
4	\$36.62	\$44.56	\$43.85		\$43.76	\$41.08	\$38.97	\$39.78	\$39.79	\$41.59	\$38.88	\$40.88	\$37.70		\$34.91	\$39.49	\$41.71	19.4%
5		\$46.00	\$45.27		\$45.09	\$42.13		\$40.79	\$41.01	\$42.88	\$40.04	\$42.04			\$35.95	\$40.42	\$42.67	20.3%
6		\$47.35	\$46.60		\$46.45	\$43.16		\$41.46	\$42.28	\$44.21	\$41.25	\$43.25			\$36.79	\$41.28	\$43.54	21.1%
7		\$48.79	\$48.02		\$47.82	\$44.14		\$41.99	\$43.59	\$45.57	\$42.48	\$44.48			\$37.29	\$42.08	\$44.37	22.2%
8		\$50.22	\$49.43		\$49.24	\$45.04		\$42.70		\$46.98	\$43.76	\$45.76			\$37.80	\$42.86	\$45.04	23.5%
9		\$50.42				\$45.23												
Note: Mesa TA (1% increase) and Air Wisconsin TA (1.5% increase) based on industry intelligence																		

Article 3 – Industry-Leading 145/Q400 CA Rates



E145/Q400 CA													
Year	Republic Current	Republic LBFO	SkyWest		Air Wisc. TA	Mesa TA	Endeavor	Envoy	ASA (35- 59 seats)	ExJet (ERJ- 145)	PSA	Trans States	vs. OA Avg.
Start	\$55.74	\$67.04	\$61.44		\$65.15	\$54.84	\$59.51	\$65.03	\$56.95	\$61.42	\$57.86	\$61.91	10.9%
2	\$59.03	\$69.05	\$67.04		\$67.72	\$56.55	\$61.30	\$66.98	\$60.22	\$63.25	\$62.68	\$64.42	9.0%
3	\$63.04	\$71.12	\$69.05		\$70.81	\$58.26	\$63.14	\$68.99	\$64.31	\$65.17	\$63.82	\$66.93	8.4%
4	\$65.00	\$73.26	\$71.12		\$72.93	\$60.01	\$65.04	\$71.03	\$66.32	\$67.11	\$68.52	\$69.16	7.9%
5	\$66.99	\$75.45	\$73.26		\$75.14	\$61.78	\$66.97	\$73.17	\$68.35	\$69.14	\$70.59	\$71.26	7.9%
6	\$69.07	\$77.72	\$75.45		\$77.40	\$63.58	\$68.99	\$75.39	\$70.47	\$71.21	\$72.67	\$73.41	7.8%
7	\$71.21	\$80.05	\$77.72		\$79.68	\$65.32	\$71.07	\$76.89	\$72.65	\$72.62	\$74.45	\$75.42	8.2%
8	\$73.41	\$82.45	\$80.05		\$82.05	\$67.42	\$73.19	\$79.17	\$74.89	\$74.80	\$76.61	\$77.69	8.2%
9	\$75.66	\$84.92	\$82.45		\$84.59	\$69.49	\$75.38	\$81.56	\$77.19	\$77.04	\$79.10	\$80.10	8.1%
10	\$78.03	\$87.47	\$84.92		\$87.25	\$71.62	\$77.65	\$84.04	\$79.61	\$79.35	\$81.37	\$82.56	8.1%
11	\$80.45	\$90.10	\$87.47		\$89.75	\$73.69	\$79.97	\$86.52	\$82.07	\$81.73	\$83.74	\$85.04	8.1%
12	\$83.29	\$92.80	\$90.10		\$92.79	\$75.94	\$82.37	\$89.12	\$84.97	\$84.18	\$86.14	\$87.71	8.0%
13	\$85.49	\$95.58	\$92.80		\$95.42	\$78.19		\$91.83	\$87.21	\$86.71	\$88.60	\$90.28	8.4%
14	\$88.13	\$98.45	\$95.58		\$98.37	\$80.61		\$94.56	\$89.91	\$89.31	\$91.13	\$92.93	8.7%
15	\$90.86	\$101.40	\$98.45		\$100.80	\$81.74		\$96.16	\$92.70	\$91.10	\$93.60	\$95.34	9.7%
16	\$93.59	\$104.45	\$101.40		\$103.14	\$83.94		\$98.07	\$95.48	\$92.93	\$94.55	\$97.41	10.7%
17	\$95.92	\$106.54	\$104.45		\$105.39	\$85.28		\$99.53	\$97.86	\$94.78	\$95.49	\$99.36	10.9%
18	\$98.32	\$108.67	\$106.54		\$107.67	\$86.64		\$101.03	\$100.30	\$96.68	\$97.39	\$101.43	11.1%
19	\$100.78	\$109.75	\$108.67			\$88.03							11.8%
20	\$103.30	\$110.85	\$109.75			\$89.52							12.6%

Article 3 – Industry-Leading 170/175 Rates



E170/E175 CA													
Year	Republic Current	Republic LBFO	SkyWest E175		Compass	Envoy	Endeavor	ASA (60-76 seats)	ExJet (51-90 seats)	GoJet	Mesa TA	PSA	vs. OA Avg.
Start	\$58.54	\$69.50	\$65.37		\$66.55	\$68.45	\$63.70	\$63.27	\$63.42	\$64.64	\$57.73	\$66.47	7.9%
2	\$61.98	\$71.59	\$67.96		\$68.76	\$70.48	\$65.62	\$65.24	\$65.25	\$66.22	\$59.48	\$68.43	7.8%
3	\$66.19	\$73.73	\$71.14		\$71.08	\$72.60	\$67.59	\$67.24	\$67.17	\$67.84	\$61.28	\$70.50	7.6%
4	\$68.25	\$75.94	\$73.14		\$73.28	\$74.81	\$69.61	\$69.33	\$69.11	\$69.51	\$63.15	\$72.62	7.7%
5	\$70.34	\$78.22	\$75.46		\$75.51	\$76.99	\$71.70	\$71.48	\$71.14	\$71.21	\$65.03	\$74.76	7.8%
6	\$72.52	\$80.57	\$77.77		\$77.83	\$79.35	\$73.85	\$73.69	\$73.21	\$73.33	\$66.99	\$77.04	7.7%
7	\$74.77	\$82.99	\$80.35		\$80.04	\$80.92	\$76.07	\$75.95	\$74.62	\$75.56	\$68.98	\$78.56	8.1%
8	\$77.08	\$85.48	\$82.36		\$82.49	\$83.34	\$78.36	\$78.30	\$76.80	\$77.85	\$71.05	\$80.91	8.1%
9	\$79.46	\$88.04	\$85.25		\$85.27	\$85.84	\$80.70	\$81.47	\$79.04	\$80.23	\$73.18	\$83.37	7.9%
10	\$81.94	\$90.69	\$88.12		\$88.14	\$88.42	\$83.14	\$84.74	\$81.35	\$82.69	\$75.39	\$85.84	7.7%
11	\$84.46	\$93.41	\$90.72		\$90.83	\$91.08	\$85.62	\$87.37	\$83.73	\$85.20	\$77.65	\$88.41	7.7%
12	\$87.46	\$96.21	\$93.89		\$93.65	\$93.80	\$88.18	\$90.06	\$86.18	\$88.00	\$79.98	\$91.06	7.6%
13	\$89.77	\$99.09	\$96.48		\$96.48			\$92.86	\$88.71	\$90.48	\$82.38	\$93.83	8.3%
14	\$92.54	\$102.07	\$99.65		\$99.41			\$95.72	\$91.31	\$93.24	\$84.85	\$96.62	9.0%
15	\$95.40	\$105.13	\$102.54		\$102.21			\$98.68	\$93.10	\$96.96	\$87.41	\$98.80	9.8%
16	\$98.27	\$108.28	\$105.41		\$104.83			\$101.65	\$94.93		\$88.80	\$101.02	11.3%
17	\$100.73	\$111.53	\$108.29		\$107.35			\$104.68	\$96.78		\$90.22	\$103.29	12.8%
18	\$103.25	\$114.32	\$111.17		\$109.87			\$107.83	\$98.68		\$91.66	\$105.62	13.8%
19	\$105.81	\$117.18	\$112.90								\$93.12		16.3%
20	\$108.47	\$120.11	\$115.20								\$94.70		18.7%

Work Rules Summary

Work Rule	Republic Current	Republic Proposed	Skywest	Air Wisc.	Compass	Endeavor	Envoy	ExJet	Gojet	Mesa TA	PSA	Trans States	OA Avg
Domestic Per Diem	\$1.65	\$1.95	\$1.85	\$1.60	\$1.65	\$1.70	\$1.85	\$1.65 (CRJ) \$1.80 (ERJ)	\$1.60	\$1.50	\$1.70	\$1.80	\$1.70
International Per Diem	\$1.65	\$2.50	\$1.85	\$1.90	\$1.65	\$1.70	\$1.85	\$1.65 (CRJ) \$1.80 (ERJ)	\$1.60	\$1.50	\$5.00	\$1.80	\$2.00
Line Holder Guarantee	75	75	75	75	75	75	72	75	74	76	75	75	73.8
Reserve Guarantee	75	75	75.6	75	75	75	75	75	70	76	75	72	73.8
Cancellation Pay	Line if 98.5% CF	Flight	Shift	Flight	Trip	Flight	Flight	Flight	Line if 98% CF	Line	Flight	Flight	NA
Duty Rig	0	2	2 if < 12 duty hours; 1 if > 12 duty hours	2	0	0	0	0 (ERJ) 1:2 up to 12 hrs duty, 1:1 after (CRJ)	0	0	0	0	NA
Trip Rig	0	4	4	4	0	0	0	0	0	0	0	0	NA
Minimum Day Credit	0	4:12 hard	4:12 hard	3	4	4	3.7 line holder 3.9 reserve	2:00 soft (ERJ) 3:52 (CRJ)	4 for reserve	3.9 for ready reserve	3:30	4 for reserve	NA

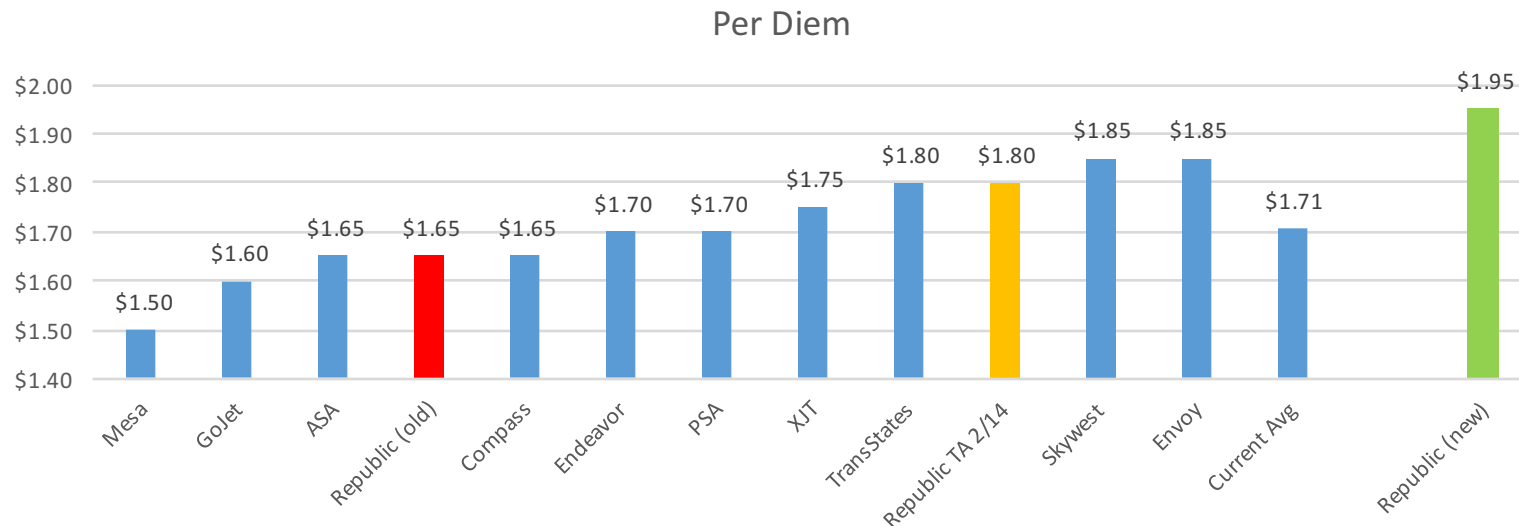
Work Rules Summary

Work Rule	Republic Current	Republic Proposed	Skywest	Air Wisc.	Compass	Endeavor	Envoy	ExJet	Gojet	Mesa	PSA	Trans States	OA Avg
Lineholder Days Off	12	12	11/12	12	11/12	11	10/11	12	11	11	10	11/12	11.3
Reserve Days Off	11	12	12/13	12	11/12	11	10/11	12	10	11	10	11	11.2
Long Call Reserve	No	Yes	Yes	Yes	No	No	No	Yes	No	Yes	Yes	Yes	NA
Overtime	> of 4 hours or hours flown on day off	125% for flight hours > 87	150% for flying assigned outside of original pairing footprint	NA	NA	NA	NA	NA	150% if > 3 hours past scheduled release	NA	NA	125-150%	NA
Open Time Pick Up	NA	115-150% if Company designated	115-150% when min reserve staffing	150%	125% for pick up 48 hours after SAP	150%	120-150%	150% for red flagged days, or days without required reserve coverage	150%	Company optional premium for flying on days off	150% on day off if deemed critical day; 125% if not a critical day	150%	NA
Junior Manning	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NA

12-Month Direct Cash Impact

	Year 1 FO				Year 2 FO					Year 8 FO					Year 8 CA					Year 20 CA				
	Current	LBFO			Current	LBFO				Current	LBFO				Current	LBFO				Current	LBFO			
Rate	\$ 22.95	\$ 40.00			\$ 30.88	\$ 41.00				\$ 36.62	\$ 50.22				\$ 77.08	\$ 85.48				\$ 108.47	\$ 120.11			
Regular Hours Paid	\$ 22,491	\$ 39,200			\$ 30,262	\$ 40,180				\$ 35,888	\$ 49,216				\$ 75,538	\$ 83,770				\$ 106,301	\$ 117,708			
Premium Pick-up Hours	\$ 450	\$ 600			\$ 450	\$ 615				\$ 450	\$ 753				\$ 900	\$ 1,282				\$ 900	\$ 1,802			
Holiday Pay	\$ 184	\$ 480			\$ 247	\$ 492				\$ 293	\$ 603				\$ 617	\$ 1,026				\$ 868	\$ 1,441			
Per Diem	\$ 4,950	\$ 5,850			\$ 4,950	\$ 5,850				\$ 4,950	\$ 5,850				\$ 4,950	\$ 5,850				\$ 4,950	\$ 5,850			
Cancellation Pay	\$ -	\$ 784			\$ -	\$ 804				\$ -	\$ 984				\$ -	\$ 1,675				\$ -	\$ 2,354			
Total Earnings	\$ 28,075	\$ 46,914	67%		\$ 35,909	\$ 47,941	34%			\$ 41,581	\$ 57,406	38%			\$ 82,005	\$ 93,604	14%			\$ 113,018	\$ 129,155	14%		
Ratification Bonus	\$ -	\$ 1,000			\$ -	\$ 3,000				\$ -	\$ 11,000				\$ -	\$ 11,000				\$ -	\$ 11,000			
Total Cash	\$ 28,075	\$ 47,914			\$ 35,909	\$ 50,941				\$ 41,581	\$ 68,406				\$ 82,005	\$ 104,604				\$ 113,018	\$ 140,155			
Difference		\$ 19,839				\$ 15,031					\$ 26,825					\$ 22,599					\$ 27,137			
Anniversary Bonus	\$5,000				\$5,000					\$5,000					\$10,000					\$10,000				

Article 4 – Expenses



- Industry-leading rate represents an 18% improvement over current book
- Domestic per diem increases by \$0.10 on DOS+2
- International per diem established at \$2.50
- Establishes minimum parking allowance of \$30/month for commuters
- Agrees to hotel quality improvements
- Clarifies language regarding hotels for layovers >5 hours

Article 5 – Moving Expenses

- Expands relocation privileges for commuters to relocate to most desired domiciles
- Increases maximum time allowance from 12 months to 18 months
- Increases moving weight allowance from 10,000lbs to 12,500lbs
- Increases moving expense allowance from \$7,000 to \$10,000
- Increases lease break fee to \$2,000 and established a homeowner residential expense reimbursement of \$2,000
- Increases non-move (commuter) stipend from \$250 to \$500, or the Company will provide 10 hotel nights at the Pilot's discretion
- Increases move per diem from \$25 to \$45 per a Pilot & spouse and from \$15 to \$25 per each dependent
- Increases self-move stipend from \$250 to \$500
- Increases utility hook-up stipend from \$200 to \$300
- Makes available moving expense provisions for Pilots recalled from furlough to new base

Article 6 – Scheduling

- Maintains the concept of no “Jr. Manning”
- Establishes SAP1 and SAP2
- Commits to managing a Scheduling Support Document to guide the process
- Defines bidding timelines for monthly bids
- Agrees to Pilot self-notification provisions
- Provides greater FLICA transparency and functionality
- Establishes a process for greater Union Scheduling Committee involvement
- Restricts sim fill-in Pilot selection procedures and expands protections for Pilots
- Commits the Company to utilizing Composite Lines
- Establishes Reserve Availability Period bidding
- Defines red-eye flying and applicable Pilot protections
- Release from deadhead procedures
- Financial commitment for technology enhancements to scheduling systems
- Establishes improved virtual credits

Article 7 - Reserves

- Establishes Long Call Reserve with minimum allocation requirements
- Establishes out of base Reserve assignments procedures
- Increases callout period and adds commuter contact clause
- Ensures Pilots have hotel reservation information prior to last leg block out
- Protects the last day of Reserve sequences
- Creates proactive pick-up
- Establishes a Reserve Bucket System
- Agrees to First in First Out (FIFO)

Article 8 – Paid Days Off

- Increases PDO accrual rate by 5%
- Increases awarded value of vacation from 18 hours to 24 or 28 hours to improve the QOL during vacation bids
- Establishes Golden Day Off concept, 2 per year
- Allows for up to 5 full weeks of vacation awarded in a year
- Splits the annual vacation award into two bids
- Revises the bid award priority
- Establishes a 3-day vacation slide
- Memorializes the vacation buy-back and deferral programs
- Offers vacation GDO interruption mitigation up to \$500
- Increases a Pilot's borrowing allowance for Q1 vacation bids

Article 10 - Training

- Establishes five days off following Initial, Transition or Upgrade training
- Commits to 66 hours off during each 7 day consecutive rolling training days (5:2)
- Agrees to provide single-occupancy accommodations for new hire training
- Eliminates late night check-rides and established circadian-stable sim schedules
- Allows Union input on training programs and materials
- Limits training around Holidays
- Defines rest breaks during simulator sessions
- Adds a drive-to-training option
- Increases initial and transition training footprints
- Establishes process for more timely and definitive communications on training logistics
- Clarifies rescheduling requirements
- Clarifies Training Failure language
- Enhances overseas training travel and per diem benefits
- Establishes Training Hotline to support Pilots during disruptions

Article 11 – Furlough and Recall

- Establishes line construction value minimums during Recalls
- Predefines a COLA process
- Expands Recall rights period from 5 to 8 years
- Creates 3 year Recall Deferral right
- Establishes a defined separation path for Pilots
- Improves access to personnel files and PRIA process
- Guarantees recalled Pilots 6 months of employment
- Agrees to continue insurance benefits for 90 days at active employee rates
- Requires improved notification process and a secure website to support Pilots during any recall communication initiatives
- Allows Pilots to submit standing bids to be used in recall awards

Article 12 – Leaves of Absence

- Establishes several new leaves including Personal, Emergency, COLA, and Paternal
- Expands maternity leave from 12 weeks up to 12 months
- Establishes a path for providing alternative employment to Pilots on a Medical Leave
- Formalized a 3-month Parental Leave with the option to request month-by-month extensions
- Provides for New Baby welcome package
- Increases bereavement leave from 3 days to 5 days for non-immediate family
- Establishes an Employee Services Review Board
- Establishes FMLA notification window
- Expands approved Union leave provisions
- Establishes pre-award opportunity for FFDO training
- Establishes Jury Duty pay for actual trips missed

Article 13 – Physical Standards

- Adds process to facilitate Medical Certificate notification for Pilots
- Adds process for notifying the Company of Suspect Fitness for Duty of another Crew member

Article 14 – Insurance & Benefits

- 100% coverage for Preventive Care Services beyond federal mandates
- Increases Medical Certificate allowance from \$70 once per year, to \$100 per each required exam and created a \$100 allowance per EKG
- Establishes cost-share caps on all plans
- Creates a new medical benefit plan “Pilot Health Plan” (“PHP”)
 - Memorializes the covered services of today’s plans
 - Establishes competitive premiums and freezes them for 2 years
 - Memorializes the PHP plan design
 - Freezes deductibles, maximum out-of-pocket and co-insurance rates for the term and establishes long-term governors for increases
- Memorializes language recognizing emergency services as “In-Network”
- Protects the current “In-Network” provider status in the event of a vendor change
- Reduces and freezes dental premiums and increases ortho max by 50%
- Memorializes vision allowance
- Establishes 401(k) automatic enrollment for Pilots and provides for immediate vesting
- Memorializes \$100 credit toward Travel Privilege enrollment fees for Pilots

Article 15 – Supervisor Duty & Misc.

- Limits management Pilots to 5% of the active seniority list
- Establishes job posting provisions for future management Pilot opportunities
- Establishes Pilot feedback mechanism to provide feedback on management Pilots
- Agrees that only management Pilots senior to most-junior Captain on any piece of equipment can fly as Captain on that equipment
- Commits to maintain a minimum of one qualified management Pilot per type
- Limits management Pilot flying as Captain with another Captain in right seat
- Restricts management Pilots from picking up open time more than 36 hours in advance of trip report
- Establishes ghost bid process for maintaining a standing bid for management pilots
- Establishes higher qualification requirements for operational check flights and agrees to more restrictive weather guidelines

Article 16 – Check Airmen

- Specifies line construction parameters, days off, consecutive work days, and number of checking events/day
- Establishes provisions for traveling from home of record or another location
- Restricts management Pilots with direct disciplinary responsibilities from acting as Check Airmen
- Establishes process for gathering input from current Check Airmen, Prof. Standard Comm., Training Review Board, and First Officers when evaluating future Check Airmen candidates
- Requires Check Airmen to be on the Seniority List
- Establishes requirement for 6 months of line experience to be a Line Pilot Instructor
- Defines multiple tiers of economic overrides for Check Airmen
 - Line Check Airmen - \$22.00 per hour
 - Proficiency Check Airmen - \$23.00 per hour
 - APD/FAA Observation Designees - \$24.00 per hour
 - Line Pilot Instructors - \$18.00 per hour

Article 17 - Bases

- Defines more restrictive base size requirements and ratios
 - Large Base size increases from 20 lines to 45 or more lines flying
 - Establishes Regular Bases for bases containing 25-44 lines of flying
 - Introduces Reserve Base staffed only with volunteers
- Defines timelines for opening and closing Bases
- Enhances Pilot rights related to Isolated, Temporary, and Foreign Bases
- Agrees to not establish any co-base without Union consent
- Provides TDY protections during Base transitions
- Improves crew rooms facility standards at airports with >30 flights/day
 - Wi-Fi
 - Enhanced seating
 - 43 inch TVs – Refrigerator – Microwave
 - Weekly cleaning

Article 18 – Resolution of Disputes

- Quantifies the requirements for grievance mediation in lieu of the system board process

Article 19 – Dues Check-off & Union Security



- Agrees to provide enhanced versions of both the printed and electronic formats for Pilots to improve understanding of the CBA
- Enhances the Company's administrative support of the Union in processing monthly dues

Article 20 - Uniforms

- Provides new hires with uniform and luggage at no cost
- Provides Pilots with 2 pair of pants, 4 shirts, 1 tie
- Adds enhanced options for new hires (choice of 1)
 - Tote bag or rolling tote bag
 - Lunch cooler
 - Laptop bag or EFB bag
- Establishes maternity uniform program
- Provides 1 roller board bag every 4 years
- Eliminates need for Pilot reimbursement
- \$100 annual stipend

Article 21 – New Aircraft

- Defines a definitive process for establishing Pilot pay rates prior to introduction of new aircraft types into service
 - 30-day negotiations
 - Expedited final and binding arbitration
- The E190 aircraft will be removed from service in August 2015, as such no rate schedule is being proposed. If the aircraft were reintroduced in the future, the Company would meet with the Union to negotiate a new rate schedule under Article 21

Article 23 – Hours of Service

- Adds self-notification provision
- Establishes day-off contact and standard notification processes
- Adds language to reflect FAR 117 work and rest rules
- Increases Minimum Reserve days off from 11 to 12 days per a month

Article 24 – Missing, Internment, POW

- Agrees to continue pay for missing, hostage or POW Pilots at MMG plus 10 hours
- Establishes Article-specific life insurance benefit of four times base wages up to a maximum of \$1 million
- Commits to provide 18 months of continued health insurance benefits to the Pilot's family in event of a Article-related death
- Provides MMG for Pilot who returns to line for up to 5 years on medical leave
- Establishes provisions for medical and mental health services upon return
- Establishes criteria for dangerous areas to ensure Pilot safety

Article 26 – Vacancies/Displacements

- Establishes process to award vacancies prior to displacements while taking into account seniority and allowing for limited “bumping”
- Enhances TDY protections for Pilots
- Establishes a path for certificate transfers for CA and FO prior to MOTCP or SOC
- Defines timeline for MOTCP or SOC, eliminating restrictions for Pilot movement across certificates within Position
- Establishes pathways for hardship transfers and QOL downgrades
- Creates a transparent 6-month staffing outlook
- Adds detailed language on displacement process
- Adds standing bid award process language
- Adds flexibility on being able to upgrade before certain seat-locks are fulfilled by carrying over the remaining balance of the prior seat-lock

Article 27 – Safety

- Agrees to language in a new Article which memorializes current safety programs and processes for the Pilot group

Article 28 – Ratification Bonus

- Ratification Bonus (payable 15 days following the Date of Signing)
 - \$1,000 to all pilots hired on or after October 1, 2014
 - \$3,000 to all pilots hired on or after March 22, 2012, but prior to October 1, 2014
 - \$11,000 to all pilots (FO/CA) hired prior to March 22, 2012

- Ratification Anniversary Bonus (payable 15 days following the 1st anniversary of Date of Signing)
 - \$5,000 to all Pilots who are First Officers as the anniversary date
 - \$10,000 to all Captains, including those who upgraded to Captain as of the anniversary date

- Ability to contribute any portion of the Ratification Bonus (as permitted by law) into the Pilot's 401(k) account

Article 29 – Attendance & Records

- Memorializes attendance policy in a new Article
- Amends Warning letters at steps 1 & 2 to Advisory letters
- Establishes sick-call occurrence reduction program
- Expands commuter policy rights from any airport
- Improves access to personnel files
- Adds perfect attendance monetary incentives – receive reduction of ½ occurrence in lieu of cash payouts
- Adds Company drawing for perfect attendance (4-night stay in Hawaii or \$2,500 cash payment)

Article 30 – Labor & Management Partnership



- Establishes joint committee meetings with RAH executives / IBT Executive Board
- Establishes Joint Implementation Committee – meeting 3 days month during 1st year and quarterly for remaining duration
- Promotes increased collaboration between the Company and the Union

Article 31 - Duration

- Establishes a shorter duration of 3 years to allow both parties to better address the future needs of the Pilot group
- Brings parties back to the table 30 months after ratification