

MILEAGE PLUS INCORPORATED CONTRACT PROPOSALS

The Union is submitting the following proposals as outlined in Section Six of the Railway Labor Act.

ARTICLE II

SCOPE OF AGREEMENT

IMPROVE

Improve language to include no contracting out or out-sourcing of Mileage Plus work. Protect existing jobs.

ARTICLE V

TRADES

IMPROVE

Increase flexibility of trades.

ARTICLE VII

OVERTIME

IMPROVE

Increase pay for part-time overtime.

ARTICLE VIII

HOLIDAYS

IMPROVE

Change language to pay normal scheduled hours to part-timers who are on an RDO on a Holiday.

ARTICLE XIII

VACATIONS

IMPROVE

Paragraph B Increase vacation accrual to six weeks maximum.

Paragraph F Expand flexibility for DAT's.

ARTICLE XIV

SICK LEAVE

IMPROVE

Increase sick leave accrual.

Add language to turn excess/unused sick time into vacation.

Create a bank of sick time from excess/unused sick time to be used by long-term/terminally ill employees.

Add language to expand the use of sick time.

ARTICLE XVI **TRANSPORTATION** **IMPROVE**

Improve flight benefits to the same as United Airlines employees complete with reciprocal agreements with other carriers.

ARTICLE XX **GENERAL AND MISCELLANEOUS** **IMPROVE**

Paragraph K Increase bereavement time. Expand list of immediate family.

SCHEDULE A **WAGES** **IMPROVE**

Substantial pay increases through life of agreement.

Cost of living wage increases.

Annual wage increases on anniversary date.

NEW LANGUAGE **PERSONAL NO PAY** **IMPROVE**

Add new language to provide personal-no-pay days.

NEW LANGUAGE **STAFF REDUCTIONS** **IMPROVE**

Add language to provide for voluntary leaves before a surplus lay-off.

NEW LANGUAGE **EAP REPRESENTATION** **IMPROVE**

Provide for a union EAP representative with adequate time to tend to necessary EAP duties.

NEW LANGUAGE **PENSIONS** **IMPROVE**

Provide for employees at age 55 with ten or more years of service to have medical insurance and lifetime flight benefits.

Provide a pension plan for eligible employees.

NEW LANGUAGE **LETTER REGARDING WORK SCHEDULES** **IMPROVE**

Establish a Union/Company committee to explore alternative work schedules.

Sincerely,

Veronica R. Stevenson
Assistant General Chairperson
IAMAW District Lodge 141