This offer represents only the changes made to the current collective bargaining agreement during these negotiations, the final document will include the changes made during the Bridge Agreement. Any items from the bridge agreement that were changed are in this agreement.

Anywhere in the document where it says “AFS” will be changed to “M1 Support Services LP” or “the Company” whichever is appropriate. “Labor Relations Manager” is changed to “Human Resources Manager”.

With this package, you are also voting to push back the upcoming effective realignment move date by two weeks. This is to facilitate the changes required with acceptance of this offer. The new effective move date for the realignment will be Jan 21st (2019 Only) and not Jan 7th.

We also wrote out numbers throughout the document.

Example: Current language: 12 days; will now read: twelve (12) days.
ARTICLE 4 SENIORITY

4.7(c) An Aircraft Technical/NDT Inspector, Flight Engineer or Flight Mechanic downgraded to an Aircraft Mechanic classification or an Aircraft Mechanic displaced from a Flight Engineer or Flight Mechanic job assignment will be allowed to displace the least senior Leader or Flight Mechanic or he may displace a Flight Engineer if assigned to an aircraft requiring flight engineers provided he meets the requirements of the bonus pay job description. The Aircraft Mechanic Leader who is displaced will be permitted to displace the least senior Flight Mechanic if he previously held the job or displace the least senior Flight Engineer if he previously held the job on the respective aircraft.

4.10 NEW HIRES LIST

Each Monday, the Company shall furnish the Union Business Representative a list by name, classification and date of hire of bargaining unit employees, if any, hired the previous calendar week.

4.11 LEAVE OF ABSENCE LIST

By the 1st Monday of each Month, the Company shall furnish the Business Representative a list by name, classification and date of hire of bargaining unit employees, if any, out on any leaves of absences or returning from any leaves of absences the previous calendar month. The list will contain the type of leave the employee is taking.

4.12 UBU LIST

Each Monday, the Company shall furnish the Business Representative a list by name, classification and date of hire of bargaining unit employees, if any, that has been coded Union Business Unpaid

ARTICLE 5 LEAVES OF ABSENCE

5.3(a) Absences of three (3) consecutive days or longer due to personal illness will require a certificate of fitness from a medical doctor be furnished to Human Resources by the employee prior to returning to work. Employees assigned to third shift who receive physician clearance to return to work without restrictions after HR is closed for the day may return to work provided a copy of the medical clearance is furnished to their supervisor and the employee reports to clear HR with the medical documentation the next business day.

5.3(a) The Company reserves the right to require a medical certificate for absences in excess of three (3) days or whenever unusual circumstances indicate probable abuses, prior to authorization of absence.
5.12 BEREAVEMENT LEAVE

5.12(a) One (1) two (2) days can be taken and shall be paid when an employee loses time from work due to the death of a grandparent or current spouse’s grandparent, brother-in-law, or sister-in-law. In the event that a grandparent raised an employee as a parent, such grandparent may be considered a parent for the purpose of this provision. “Child” includes a foster child placed in the employee’s home by a state agency.

5.12(b) If an employee must attend services which include travel greater than 400 miles, and less than 600 miles, one (1) additional paid day shall be granted.

5.12(c) If an employee must attend services which include travel greater than 600 miles, two (2) additional paid days shall be granted.

5.12(d) Leave Of Absence (LOA) without pay shall be granted to employees for a period not to exceed thirty (30) calendar days for the death of a spouse, or child, subject to operational requirements of the Company. An LOA may be extended by the Company. A request for a LOA must be submitted on a Request for Leave of Absence form, and approved in writing by the applicable Company Representative prior to the effective date of the leave. A copy of the approved or denied request must be given to the employee.

5.14 FIRST RESPONDER RESCUE SQUAD OR EMA LEAVE

In the event of an official activation of an employee who has completed his probationary period and is an active and participating member of a legitimate rescue squad or EMA unit, First Responder he shall receive pay equal to his regular rate of pay not to exceed eight (8) hours for such time lost each day when required to serve in such capacity during disaster, such as floods, tornados, storms, or other tragedies involving human life, providing it is absolutely necessary that he serve at this time. This paid leave shall be limited to three (3) workdays on any single activation. Notice of such service must be given to the Company as soon as possible and proof of duty must be submitted on a form provided by the Company to the satisfaction of the Company before this becomes applicable.

5.18(a) Employees may obtain the appropriate paperwork and application for FMLA from the appropriate Human Resources office, the Administrative Specialist, or the appropriate intranet portal.
### Article 6 Union Representation

#### Shop Steward

**Area of Representation** “one per shift / area”

<table>
<thead>
<tr>
<th>Location</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Force – Flight Line</td>
<td>Knox East – 25165</td>
</tr>
<tr>
<td>Air Force – Supply Warehouse, Hanger 30103</td>
<td>Knox East – OWW -25165</td>
</tr>
<tr>
<td>Air Force – Clerical</td>
<td>Knox Phase – Building 50400</td>
</tr>
<tr>
<td>Air Force – OWW</td>
<td>Knox - Unscheduled/Flight Line</td>
</tr>
<tr>
<td>Cairns Field – Engine Shop and Back Shops 30300</td>
<td>Knox – ALSE and Supply – 25165 and 25172</td>
</tr>
<tr>
<td>Cairns Field – <strong>TH-67</strong> Flight Line, Motorpool and Wash Rack 30300</td>
<td>Knox – FAP – 25105A</td>
</tr>
<tr>
<td>Cairns Field – <strong>TH-67</strong> Unscheduled and Supply 30108 30300</td>
<td>Knox - Phase</td>
</tr>
<tr>
<td>Cairns Field – <strong>TH-67</strong> Unscheduled, and Supply <strong>and Motor Pool 30108 30300</strong></td>
<td>Lowe Field – Building 40113</td>
</tr>
<tr>
<td>Cairns Field – <strong>TH-67</strong> Scheduled and <strong>Major Maint. 30104 MWO-30300</strong></td>
<td>Lowe Field – Building 40117</td>
</tr>
<tr>
<td>Cairns Field – OWW 30300- (ALL)</td>
<td>Lowe Field – Building 40120</td>
</tr>
<tr>
<td><strong>Cairns - ALSE</strong></td>
<td>Lowe Field – Flight Line West Ramp (A-D), ALSE and Motorpool 40129, 40163</td>
</tr>
<tr>
<td><strong>Cairns - UH-72 Hanger and Supply 30300</strong></td>
<td>Lowe Field – Flight Line East Ramp (E-W)</td>
</tr>
<tr>
<td><strong>Cairns - UH-72 Flight Line and Wash Rack 30300</strong></td>
<td>Lowe Field – Wash Rack, Supply, and Paint Hanger</td>
</tr>
<tr>
<td><strong>Cairns - UH-72 Unscheduled 30300</strong></td>
<td>Lowe Field – OWW (ALL)</td>
</tr>
<tr>
<td><strong>Cairns - UH-72 Scheduled 30106</strong></td>
<td>Lowe Field – Phase Building 30104 <strong>MEDEVAC (MOA)</strong></td>
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<td>Cairns Field – Flat Iron, Monitors and ALSE 30117</td>
<td>Lowe Field – Phase Building 30106 <strong>DELETED MOA Lowe Field - Avionics</strong></td>
</tr>
<tr>
<td>Clerical – Each location</td>
<td>Lowe Field – Phase Building 30108 <strong>DELETED MOA</strong></td>
</tr>
<tr>
<td><strong>Consolidated Phase Maintenance - UH60L</strong></td>
<td>Main Post – Building 1001 – West End</td>
</tr>
<tr>
<td><strong>Consolidated Phase Maintenance - UH60M</strong></td>
<td>Main Post – Building 1001 – East End</td>
</tr>
<tr>
<td><strong>Consolidated Phase Maintenance - AH64</strong></td>
<td>Main Post – Building 1001 – OWW</td>
</tr>
<tr>
<td><strong>Consolidated Phase Maintenance - CCAD</strong></td>
<td>Main Post – Main Motorpool – Engine Test Cell 405,7206</td>
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<tr>
<td><strong>Hanchey Field CPM – Building 50400 (MOA)</strong></td>
<td>Main Post – Materiel Warehouses – 1100</td>
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<tr>
<td>Hanchey Field – Buildings 50207, 50208, and 50209</td>
<td>Maintenance Test Pilots – Each location</td>
</tr>
<tr>
<td>Hanchey Field – Buildings 50202 and 50203</td>
<td>Shell Field – Unscheduled Maintenance <strong>Hanger 104</strong> and Flight Line</td>
</tr>
<tr>
<td>Hanchey Field – Building 50201, 50204 and, Wash Rack 50404</td>
<td>Shell Field – Scheduled Maintenance <strong>Hanger 105 and Flight Line</strong> Motorpool</td>
</tr>
<tr>
<td>Hanchey Field – Building 50211, 50130, ALSE and EETF</td>
<td>Shell Field – ALSE and Supply</td>
</tr>
<tr>
<td>Hanchey Field – Flight Line</td>
<td>Shell Field - OWW (ALL)</td>
</tr>
<tr>
<td>Hanchey Field – OWW (ALL)</td>
<td></td>
</tr>
<tr>
<td>Hanchey Field – Range</td>
<td></td>
</tr>
<tr>
<td>GRIEVANCE/NEGOTIATING COMMITTEE PERSON</td>
<td>AREA OF REPRESENTATION</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>(One each location, if occupied)</td>
<td></td>
</tr>
<tr>
<td>Cairns Field</td>
<td>Air Force</td>
</tr>
<tr>
<td>Knox Field</td>
<td>Cairns Field</td>
</tr>
<tr>
<td>Lowe Field</td>
<td>Clerical</td>
</tr>
<tr>
<td>Consolidated Phase Maintenance</td>
<td>Maintenance Test Pilots</td>
</tr>
<tr>
<td>Clerical - Hanchey Field</td>
<td>Air Force Shell Field</td>
</tr>
</tbody>
</table>

**ARTICLE 7 GRIEVANCE PROCEDURE**

7.1(a) DISCHARGE OR SUSPENSION - The Company will notify the Chairman of the Committee or his/her designee at the time of the suspension or discharge. A grievance arising out of discharge or disciplinary suspension must be filed with the Manager, Human Resources Labor Relations or designee, within five (5) workdays after the notification of the GNC Chairman. Such discharge or suspension and shall be processed in Step III.

7.4(a) The Company will schedule a meeting in Step II within five (5) workdays from receipt of the written grievance, to be attended by the grievant, the shop steward, a Grievance/Negotiating Committee person and persons designated by the Company. The persons attending the meeting on behalf of the Company and the Union have the responsibility and authority to resolve and settle the grievance at the meeting, whether by concession, withdrawal or compromise. If the grievance is settled, such settlement shall be reduced to writing and signed at the meeting, and the grievance shall not thereafter be processed further. A grievance settled in Step II shall not set a precedent binding on other grievances. If the grievance is not settled in Step II, the Company shall give a written answer to the Union within five (5) workdays after the Step II meeting.

7.5 STEP III

If the grievance is not settled in Step II, a Grievance/Negotiating Committee person may process it to Step III by forwarding the grievance, and attachments or references, if any, to the Manager, Human Resources Labor Relations (or his/her designee) through the Company’s messenger service or Grievance Manager within five (5) workdays after the Company’s Step II answer is received by the Union.
7.6 REFERRAL TO ARBITRATION

If the grievance is not settled, the Union may refer the grievance to arbitration, by filing a written notice to Human Resources Labor Relations to arbitrate no later than the 16th calendar day of the month 30 calendar days after the Company’s Step III answer. The Union will request from The Federal Mediation and Conciliation Service a list of seven (7) impartial arbitrators provided however, that no grievance will be processed to arbitration unless written notice is received by the Company as noted above. Any notice to arbitrate not timely delivered to the Company shall be without effect, and the grievance process shall cease.

ARTICLE 8 ARBITRATION

8.3 LIMITATION OF ARBITRATOR’S AUTHORITY

The arbitrator shall consider only those issues, including any amendments that were made pursuant to Section 7.7, which have been properly carried through all steps of the grievance procedure. The arbitrator shall afford to the Company, the Union and the employee or employees involved a reasonable opportunity to present the evidence, witnesses and arguments. Persons testifying may be sworn at the request of either party. The jurisdiction of the arbitrator and his decision shall be confined to a determination of the facts and the interpretation or application of the specific provision of this Agreement at issue. The arbitrator shall be bound by the terms and provisions of this Agreement and shall have authority to consider only grievances presenting solely an arbitrable issue under this Agreement. The arbitrator shall have no authority to add to, subtract from, modify or amend any provisions of this Agreement. The arbitrator shall have no authority to interpret any state or federal law when the compliance or noncompliance therewith shall be involved in the consideration of the grievance. The arbitrator shall be bound solely by the evidence presented to him at the hearing and any arguments submitted at the hearing or in post hearing briefs. No new evidence may be submitted with the brief. The decision of the arbitrator shall be rendered as soon as practical after the hearing, but in no event beyond thirty (30) calendar days after the close of said hearing. The arbitrator’s decision shall be final and binding on the Company, the Union and the employee or employees involved, subject to the limitations specified in the Agreement.

ARTICLE 10 HOURS OF WORK

10.5 REGULAR AND ODD WORKWEEK DEFINED

The “regular” assigned workweek shall consist of 40 hours, five (5) consecutive days, beginning on Monday. The “odd” assigned workweek shall consist of 40 hours, five (5) consecutive days beginning on a day other than Monday or four (4) consecutive days worked, which includes one (1) weekend day off either Saturday or Sunday. The third shift shall consist of 40 hours with a paid one-half (1/2) hour lunch period per day.
10.7 REST PERIODS
Employees will be allowed one scheduled 10 minute rest period before and one 10 minute rest period after lunch in each complete scheduled workday; the time of and zones for such periods to be fixed by the Company. The Company will attempt to establish the first rest period at approximately mid-way between the beginning of the shift and the lunch period, and will attempt to establish the second rest period approximately mid-way between the lunch period and the end of the shift. Employees required to work overtime shall be entitled to take a 10 minute rest period prior to starting overtime and the regularly scheduled rest period on the shift where the overtime is worked after working the second hour of overtime. Employees shall work up to the start of the rest period and be at their place of work at the end of the rest period. Employees will be allowed to clean up their workstations as required five (5) minutes prior to the end of the shift.

10.12 REPORTING PAY
An employee who is scheduled and reports for work at the scheduled time without having been notified, by documentable and verifiable means, not to so report, shall be given four (4) hours work, (five (5) hours for 4/10 Odd workweek), of any type which is available, or if no such work is available, he shall be given four (4) hours pay, (five (5) hours pay for 4/10 Odd workweek), at his applicable rate; provided, however, that if work is not available as a result of circumstances beyond the control of the management, the Company shall not be so obligated, such as: natural disasters, flood, snow, tornado, power outages or other like conditions affecting driving and working conditions or when the Army closes the post. If a supervisor instructs an employee to report to work, his next scheduled shift he will be paid a minimum four (4) hours pay.

10.13 CALL BACK PAY
An employee who is called and reports back for work after he has completed his regularly assigned shift and departed from the premises shall receive a minimum of four (4) hours, (five (5) hours for 4/10 Odd workweek), pay at his applicable rate, unless such work is to be performed immediately before and in conjunction with the employee's next shift as provided in Section 10.15. If there is less than four (4) hours, (five (5) hours for 4/10 Odd workweek), work available and the employee opts to leave, he shall be paid only for the time worked.

10.14 CALL IN PAY
When an employee is not scheduled and is called and reports for work, outside his scheduled workweek, he shall receive a minimum of four (4) hours, (five (5) hours for 4/10 Odd workweek), work or four (4) hours, (five (5) hours for 4/10 Odd workweek), pay at the applicable rate except when the employee opts to leave when the work is completed.

ARTICLE 11 OVERTIME

11.2 OVERTIME PROJECTS/ROSTERS/RECORDS
11.2(a) Overtime records rosters will be maintained within each overtime project and may be reviewed by appropriate shop stewards, Committee person and assigned employees upon request.

11.2(e)(1) OVERTIME WAIVERS – Employees who do not wish to compete for overtime may file a waiver. However, such employees will remain in the pool of employees for scheduling purposes. Overtime waivers may be
revoked after 90 days by filing a revocation with the supervisor. Employees have the option of revoking overtime waivers upon any change in status.

11.2(f) Overtime rosters for end of shift overtime will be posted as soon as possible but no later than two (2) one (1) hour before the start time of the overtime.

11.3 PREMIUM PAY

11.3(a) Overtime will be paid at the rate of one and one-half times the regular rate of pay as follows:

11.3(a)(1) For all authorized hours worked in excess of eight (8), ten (10) (4/10 Odd workweek), hours worked in any regular workday, or in excess of 40 hours worked in the employee’s assigned workweek, for which overtime has not previously been paid.

11.3(a)(2) For all authorized work performed on the sixth, (fifth (4/10 Odd workweek)), workday during the employee’s assigned workweek.

11.4 CHARGING OVERTIME

11.4(a) All overtime will be charged in one-hour increments; all partial hours worked will be dropped. Overtime hours will be charged on the overtime records roster based on the number of overtime hours worked paid.

11.4(a)(1) Employees who refuse overtime and subsequently scheduled to work that overtime will be charged double the number of hours worked paid only.

11.4(a)(2) Employees who refuse overtime and subsequently volunteer to work that overtime will be charged the number of hours worked paid only.

11.4(a)(3) Employees who refuse to work overtime shall be charged the maximum number of hours paid at the rate specified.

11.4(b) An employee who has not worked his full shift, due to a partial day’s absence and is at work when the overtime is offered/scheduled, will be polled and may be scheduled for overtime, in accordance with the overtime hours on the overtime roster, and will be charged only with the number of hours worked paid which qualify for premium pay.
11.5 DEFINITIONS

11.5(a) Scheduled overtime is defined as overtime that is scheduled in advance while eligible employees are at work, except for scheduling, (5th (4/10 Odd workweek)), 6th and 7th workday overtime and holiday overtime under Sections 11.16(a)(1) and 11.16(b)(1).

11.5(b) Call-in overtime is defined as overtime that is scheduled while eligible employees are not at work.

11.5(c) Polling of overtime is defined as a supervisor or his designee (Lead) a one-on-one basis offer of overtime to an employee, will be conducted during the clock-in process. Employees will be asked a question to determine the employees desire to work overtime.

11.5(c)(1) Employees shall indicate their desire to work, (fifth (4/10 Odd workweek)), sixth, seventh, and/or holiday overtime at a kiosk, or company website, during their regular work week no later than four hours prior to the end of their shift on their fifth, (fourth (4/10 Odd workweek)), work day.

11.5(c)(2) Employees that do not volunteer for (fifth (4/10 Odd workweek)), sixth, seventh, and/or holiday overtime at the kiosk or website shall be considered as declining this overtime; however, employees may be scheduled to work the required overtime.

11.5(c)(3) Employees that are on vacation or any other leave that applies to Article 11.8 do not have to volunteer for (fifth (4/10 Odd workweek)), sixth, seventh, and/or holiday overtime at the kiosk or website.

11.5(f) An employee may indicate his desire to amend his clock-in overtime answer by amending his answer on the overtime roster no later than the end of the employee’s lunch period. If overtime is anticipated, the overtime roster will be posted before the first break period and removed at the end of the lunch period.

11.6 WHEN OVERTIME IS CHARGED

11.6(a) All overtime worked paid will be charged on the overtime records roster.

11.6(b) All scheduled 6th and 7th workday and holiday overtime worked paid will be charged on the overtime records roster.
11.6(c) Overtime hours paid as a result of a grievance settlement will be charged on the overtime records roster upon approval of the Manager, Labor Relations Human Resource, or designee at the time received by the supervisor.

11.8 EMPLOYEES ON VACATION
Employees on vacation are eligible for call-in overtime. An employee who works overtime while he is on vacation or immediately prior to returning from vacation, shall be paid at the appropriate rate.

11.8(a) Employees may volunteer but not be forced/scheduled for fifth, sixth, and seventh day overtime on the days immediately preceding a forty (40) hour block of vacation.

11.8(b) 4/10 ODD WORKWEEK VACATION
Employees may volunteer but not be forced/scheduled for end of shift overtime on the fourth day, nor fifth, sixth, and seventh day overtime on the days immediately preceding a forty (40) hour block of vacation for employees assigned to a 4/10 odd workweek.

11.12 PERMANENT OVERTIME PROJECT TRANSFERS

11.12(a) Overtime project transfer slips will be issued to an employee when he the employee is permanently transferred from one overtime project to another. His overtime hours will be averaged in with the project he is transferring to on the date of transfer. The employee is responsible for checking the overtime record roster to ensure that he and his overtime hours are correctly and timely entered on the overtime record roster and must initial the record roster.

11.12(b) An employee permanently transferred from one overtime project to another will be placed on the overtime record roster in the overtime project to which he is transferred and will simultaneously be removed from the record roster from which he was previously assigned.

11.13(b) An employee temporarily assigned to an overtime project will retain his position on the overtime record roster in his regularly assigned project.

11.15(a)(1) Scheduled overtime prior to a shift will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster who are present at work at the time the overtime is scheduled and who are scheduled to work a regular shift on the day the overtime is to be worked.
11.15(a)(2) Call-in overtime prior to a shift will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster who are scheduled to work a regular shift on the day the overtime is to be worked.

11.15(a)(3) The four (4) hour call-in pay provision (10.14) does not apply to any overtime that is worked prior to shift in conjunction with the regular shift.

11.15(b) End of shift overtime will be offered as follows:

11.15(b)(1) Scheduled overtime at the end of a shift will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster who are at work at the time the overtime is offered, and who are available to start work when the overtime is scheduled to start.

11.15(b)(3) Call-in overtime after the shift has ended will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster.

11.15(c) Employees in an overtime project in the same classification with the same number of hours charged on the overtime record roster will be offered overtime by seniority.

11.16 SCHEDULED OVERTIME ON NON-WORKDAYS

11.16(a) (5th (4/10 Odd workweek)), 6th and 7th workday overtime will be offered on the last regular scheduled workday before the (5th (4/10 Odd workweek)), 6th and 7th workday as follows:

11.16(a)(1) Scheduled overtime for the (5th (4/10 Odd workweek)), 6th and 7th workday will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster who are at work when the overtime is offered. Employees who have completed their regular shift and left the day on the (5th (4/10 Odd workweek)), 6th and 7th workday overtime is offered are considered “at work” and are included in the group to be offered overtime. Employees who are on temporary layoff on the day, (5th (4/10 Odd workweek)), 6th and 7th workday overtime is offered, will be considered “at work” and will be offered overtime.

11.16(b)(1) Scheduled overtime for a holiday will be offered to employees in the classification and overtime project that have the lowest number of overtime hours according to the overtime record roster who are at work at the time the overtime is offered. Employees who have completed their regular shift and left for the day on the day holiday overtime is offered are considered “at work” and are included in the group to be offered overtime. Odd workweek employees are considered “at work” on their (5th
11.17 CALL-IN OVERTIME ON NON-WORKDAYS

11.17(a) Call-in overtime for the (5th (4/10 Odd workweek)), 6th and 7th workday will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime project who are not normally scheduled to work the day the overtime is to be worked.

11.17(b) Call-in overtime for holidays will be offered to employees in the classification and overtime project who have the lowest number of overtime hours according to the overtime record roster.

11.17(c) Call-in overtime for holidays, and (5th (4/10 Odd workweek)), 6th and 7th workdays will be offered within a shift period as defined in Section 10.6, to those employees regularly assigned to that shift provided they are contacted at least two (2) hours prior to the end of their shift period. Employees called in under this must clock in prior to the end of their shift period or will not be eligible for work.

11.19 MISASSIGNMENTS OF OVERTIME

If, at the time the overtime is offered, the employee offered the overtime is not more than six (6) hours higher than the employee who should have been offered the overtime, the misassignment will not be subject to the grievance and arbitration procedure. The Company’s maximum liability under this is limited to the number of overtime hours worked by the employee who was misscheduled. Corrections will be made on a one-on-one basis. Any overtime misassignment known in advance and not reported to the supervisor will not be grievable. If the misassignment involves the selection of the wrong employee from a correct overtime roster, and the employee, steward or Committee Person reports the misassignment before the overtime is worked, the six (6) hours does not apply.

The Company’s maximum liability under this is limited to the number of overtime hours worked by the employee who was mis-scheduled.

- Any overtime mis-assignment known in advance and not reported to the supervisor will not be grievable.

- If the mis-assignment involves the selection of the wrong employee from a correct overtime roster, and the employee, steward or Committee Person reports the misassignment before the overtime is worked, the six (6) hours does not apply. It will be grievable.

11.20 ZEROING OUT OVERTIME ROSTER

All employees will be credited with zero overtime hours on the first Monday in January every year. July following ratification of this Agreement, and on the first Monday in January of every year thereafter.
11.21 TEMPORARY LEADER POLLING FOR OVERTIME

Temporary leaders will be polled initially on the time clock at clock in. If no permanent leader volunteers for the overtime then the most senior volunteer will be selected, if no volunteer then the permanent leader will be scheduled IAW Article 11.18.

ARTICLE 12 HOLIDAYS

12.4 HOLIDAY PAY

An employee on the active payroll of the Company shall, if otherwise eligible, receive eight (8) hours holiday pay at his regular rate of pay or ten (10) hours holiday pay at his regular rate of pay if assigned to 4/10 odd workweek. In order to be eligible to receive holiday pay, an employee must have worked, or been excused his scheduled shift on his last workday immediately preceding such holiday and his scheduled shift on his first workday immediately following such holiday. An employee shall not receive holiday pay if the holiday occurs while he is on a leave of absence, or while he is on indefinite layoff.

ARTICLE 14 VACATION LEAVE

14.6 VACATION PAY AT TERMINATION OR LAYOFF

In the event a seniority employee is indefinitely laid off or terminated for any reason, he will receive his total accumulated unused vacation leave earned as of the date of termination. An employee will receive vacation leave credit for the month in which he is terminated or indefinitely laid off, provided he has worked 80 hours in that month. Employees who displace other employees in a classification and ultimately get displaced by classification and are laid off will be paid for accrued leave at their rate of pay on the effective date of the initial layoff, provided the affected employees are laid off within 15 consecutive days from the initial layoff. Employees whose employment is extended beyond 15 days to meet contract requirements will be paid for accrued leave at their rate of pay on the effective date of the initial layoff.

14.7 CREDIT IN MONTH OF TERMINATION

A seniority employee will receive vacation credit for the month in which he is terminated or indefinitely laid off, provided he has worked 80 hours of credited service for that month, computed in accordance with Section 14.2.

14.8(a) An amount equal to the annual accrual of vacation hours for each employee, plus 80 hours (Max Accrual) will be allowed to be carried over to the following year. Any hours the employee elects to not carry over and any hours in excess of the max accrual of each year will be paid out at the employee’s regular rate as of September 30. Employees will be paid within two pay cycles after September 30.
14.9 VACATION SCHEDULES
Before September 1, the Company will determine the number of employees by classification and overtime project who, based on program requirements, may be granted vacation for each week during the one (1) year vacation period beginning October 1. The Company will set up tentative vacation schedules based on the employees’ seniority and production requirements, attempting to meet the desires of the employees for taking a vacation when possible. A “scheduled vacation” under this Article is vacation scheduled in 40-hour increments in October of each year. Employees will be allowed to schedule two (2) weeks vacation on the first round of scheduling, another two (2) weeks on the second round of scheduling, then the remainder in 40-hour increments on the third round of scheduling. All vacation, an employee elects to schedule, under this paragraph will be scheduled in 40-hour increments. An employee may leave up to 120 hours, including the 40.0 hours referenced in 14.8(a), to be used under Section 14.11. If a dispute arises among employees in the same job classification and overtime roster as to the time of taking a vacation, seniority shall prevail.

14.11 RESERVED VACATION HOURS
Employees with accrued vacation remaining after vacation is scheduled under Section 14.9 will have the following options:

14.11(b) Any vacation reserved but not sold under Section 14.11(a) above may be used in any increments at the employee’s option, production requirements permitting. All such vacation not used by September 30 may at the Employees request and if so will be paid at the employee’s regular rate in effect on September 30. Vacation will be scheduled under Sections 14.13, 14.14(c) or 14.15, as applicable. Employee will be paid within two pay cycles after September 30.

14.16 LESS THAN EIGHT OR TEN HOURS
An employee with less than eight (8) or ten (10) hours vacation leave may receive leave without pay to cover the remainder of the day or he may work the remainder of the day, not to exceed eight (8) or ten (10) hours within the employee’s regular scheduled shift.

ARTICLE 15 PERSONAL LEAVE

15.6 WHEN PAID
Personal leave pay will be at the employee’s regular rate as defined in Article 19.11, in effect when the personal leave is taken, and will be included in the employee’s next paycheck unless there is a technical malfunction of applicable Information Technology Support Department equipment.
ARTICLE 17 GENERAL

17.7 FLIGHT PHYSICALS
The Company may, at its option, designate an FAA Medical Examiner and/or Government Flight Surgeon to conduct required Flight Physicals. The Company or the employee may independently make the appointment with an FAA Medical Examiner. If the employee makes the appointment they will advise the Company (Human Resources) promptly as to when the appointment is and the name of the AME the employee chose. Employee flight physicals. When employees are required to take their flight physicals at a Company designated facility, the Company will make all appointments and will schedule the employees to meet those appointments. The Company will pay all doctors’ charges resulting from the examination except where follow-up treatment is covered by insurance.

17.11 PROTECTIVE FLIGHT CLOTHING
All employees required to fly on military aircraft (to include Monitors) shall be provided Government furnished protective flight clothing and equipment.

17.11(d) Each April 1 the Company shall provide one (1) complete flight suit to the employees that have been an active employee during the preceding twelve months.

17.12 RESPIRATORS
Employees whose job functions require the use of a half-face respirator will be clean shaven to the extent that no facial hair is present anywhere the respirator seal touches the face when the respirator is properly worn. Employees whose respirator protection needs are met by the use of a hood with supplied air are exempt from this requirement provided their job function never requires the use of a half-face respirator.

17.13 COMMERCIAL DRIVER’S LICENSE
Commercial Driver’s License (CDL) including all necessary endorsements, when required by the job classification, will be obtained by the employee. Any study time required will be on his own time. The Company will pay the expense of the test, license and time spent to take the test at his straight time rate. Company/Government vehicles used during the driver’s test for a CDL will be provided when authorized by the government.

17.14 SAFETY SHOES
The Company will provide designated employees $75.00 per year, to be paid to the employee the first paycheck in November 2014 and the first paycheck in November of and all following years of the CBA, towards the purchase of approved safety shoes where such shoes are mandatory due to regulatory compliance or Company directive.

17.14(a) Each January, the Company will provide each employee $45.00 to purchase uniforms (polo/button down shirts, t-shirts) for all employees. The uniforms must conform to the Company Dress Code Policy. The Company will provide an initial five (5) t-shirts to new hires.
ARTICLE 19 WAGES

19.1 LABOR GRADE 103
Employees in the Industrial Cleaner classification (Labor Grade 103) on October 4, 1989, who are assigned to the Service Attendant or Janitor classification on or after October 5, 1989 will progress to the maximum of Labor Grade 103, and will receive all general wage increases provided in section 19.4.

19.1(a) Aircraft Mechanics who are assigned to Motor Pool as of January 21, 2019 shall be allowed to remain in Motor Pool, seniority permitting and will be paid at the Aircraft Mechanic rate for all hours worked. Should an Aircraft Mechanic leave the Motor Pool (other than temporary transfers) and wish to return, he shall be required to reclassify to Motor Pool Mechanic.

19.1(b) Aircraft Mechanics who are assigned to the Bonus Pay Jobs of Flight Mechanic and Flight Engineer as of January 21, 2019, shall be reclassified to the appropriate Classification, Flight Mechanic/Flight Engineer and receive the appropriate pay rate adjustment on that date.

19.3 GENERAL WAGE INCREASE
During the term on this Agreement the hourly rate ranges will be as follows:

19.3(a) Effective January 21, 2019, each employee will receive a wage increase of 2.5% of their respective rate of pay, which will be added to the minimum and maximum of each classification.

19.3(b) Effective January 20, 2020, each employee will receive a wage increase of 3.0% of their respective rate of pay, which will be added to the minimum and maximum of each classification.

19.3(c) Effective January 18, 2021, each employee will receive a wage increase of 3.0% of their respective rate of pay, which will be added to the minimum and maximum of each classification.

19.3(d) Effective January 17, 2022, each employee will receive a wage increase of 3.0% of their respective rate of pay, which will be added to the minimum and maximum of each classification.

19.7 SECOND SHIFT BONUS
An employee assigned to and working on the second shift shall be paid a bonus of 80 cents $1.00 per hour above his straight time basic rate for hours worked on such shift.

19.8 THIRD SHIFT BONUS
An employee assigned to and working on the third shift shall be paid a bonus of $1.00 $1.50 per hour above his straight time basic rate for hours worked on such shift.

19.9 ODD WORKWEEK BONUS
An employee assigned to and working on odd workweek as set forth in Section 10.5 shall be paid a bonus of 70 cents $3.00 per hour above his straight time basic rate.
19.11 **REGULAR RATE**

The term “regular rate” as used in this Agreement means the employee’s basic rate, plus any shift premium pay, leader pay, odd workweek pay, A&P bonus pay, radio telephone license bonus pay, Flight Mechanic bonus pay and Flight Engineer bonus pay. Flight pay is not included in the regular rate.

19.12 **A & P BONUS**

Bonus payments for “A” and “P” licenses will be as follows:

19.12(a) A bonus of 75 cents per hour will be paid to each employee in the following classifications who has a valid FAA “A” or “P” license. A bonus of $1.50 per hour shall be paid to each employee in the following classifications who has a valid “A” and “P” license. The following classifications are eligible for bonus pay:

- Aircraft Armament Technician
- Aircraft Mechanic
- **Apprentice A/C Mechanic**
- Aircraft Refinishing Specialist
- Aircraft Structural Mechanic
- Aircraft Technical/NDT Inspector
- Aircraft Welder
- Aircraft Engine Shop Mechanic
- Aircraft Hydraulic Shop Mechanic
- Armament, AE&I Technician
- Aviation Life Support Equipment Tech.
- Avionics, Electrical & Instrument Mechanic
- Machinist
- Maintenance Test Pilot
- Materiel Inspector
- QDR Technician
- Production Control Specialist
- Test Cell Technician
- Weight and Balance Technician
- X-Ray/NDT Technician
- **Flight Engineer**
- **Flight Mechanic**

19.13 **RADIO LICENSE BONUS**

Any employee in the classifications of Armament, Avionics, Electrical and Instrument Technician; Avionics, Electrical and Instrument Mechanic, or Electronic Instrument Laboratory Technician who possesses/obtains and retains a valid second class or general FCC radio telephone license shall be paid a bonus of $0.50 cents per hour through December 31, 2015. Employees classified as Aircraft Technical/NDT Inspectors and who have a valid second class or general FCC radio telephone license as of May 02, 2005 shall receive a $0.50 per hour bonus regardless of assigned area, through December 31, 2015. No additional employees will be eligible for this program as of April 28, 2014, and this bonus will no longer be paid to anyone after December 31, 2015.

19.14 **FLIGHT BONUS – MAINTENANCE TEST PILOTS, FLIGHT ENGINEERS AND FLIGHT MECHANICS**

Maintenance Test Pilots, Flight Mechanics and Flight Engineers required to fly between the hours of official sunset and sunrise shall receive a bonus of $5.00 **$10.00** per test flight. For the purpose of this section, a test flight is defined as: the flight(s) of a single aircraft resulting in either (1) a release, (2) a reject, or (3) an incomplete due to end of shift or reassignment.

19.16 **FLIGHT ENGINEER BONUS**

All employees specifically assigned and designated in writing as Flight Engineers will be paid a bonus of 75 cents per hour. Substitute Flight Engineers shall receive the same bonus for all hours specifically assigned in writing and worked as a Flight Engineer.
19.16(a) FLIGHT ENGINEER FLIGHT PAY
Flight Engineers will receive flight pay of $4 for each prior to sunset flight hour and $6 for each after sunset flight hour when flying with a military pilot or flying profile flights. A minimum of one hour’s pay will be paid for the first ascension with a military pilot or flying profile flights on any calendar day. For additional ascensions on the same calendar day, flight pay shall be computed to the nearest one-tenth of an hour.

19.16(b) MI-17 FLIGHT ENGINEER BONUS
Employees specifically assigned and designated in writing as qualified MI-17 Flight Engineer will receive a bonus of $1.25 per hour. MI-17 Flight Engineers will meet the qualifications and requirements established by the Governmental regulation and OEM guidelines.

19.17 LEADER BONUS
All employees specifically assigned and designated in writing as Leaders will be paid a bonus of $1.50 $2.00 per hour. Temporary Leaders shall receive the same bonus for all hours specifically assigned in writing and worked as a Leader.

19.18 FLIGHT MECHANIC BONUS
All employees specifically assigned and designated in writing as Flight Mechanics will be paid a bonus of 75 cents per hour. Substitute Flight Mechanics shall receive the same bonus for all hours specifically assigned in writing and working as Flight Mechanics.

19.19 AIRCRAFT / APU RUN UP BONUS
A bonus of 90 cents $1.00 per run up will be paid to all employees holding aircraft / APU run-up cards. Employees now holding aircraft / APU run-up may retain them, if required, and additional run-up cards will be issued when needed within classifications, locations, shifts starting times and overtime projects on a voluntary basis by seniority. This provision does not apply to Maintenance Test Pilots.

19.21 PAY AT TERMINATION OR LAYOFF
Any employee laid off or terminated will be paid in full on the payday occurring during of the following pay period.

19.22 RECLASSIFIED EMPLOYEES
Employees reclassified, returning from layoff, or temporarily transferred will be paid as follows:

19.22(c)(1) If reclassified in his line of progression, he will be paid the minimum rate of the higher classification, or his current base rate plus $.75 $1.00, whichever is greater.

19.22(c)(1)(a) Aircraft Mechanics receiving the maximum rate of Aircraft Mechanic and reclassing to Aircraft Tech/NDT Inspector will be paid the maximum pay rate of Aircraft Tech/NDT Inspector.

19.22(c)(1)(b) Aircraft Mechanics currently paid less than the maximum rate of Aircraft Mechanic and reclassing to Aircraft Tech/NDT Inspector will be paid $1.50 in addition to the amount paid IAW Article 19.22(c)(1). But in no event will the employee be paid more than the maximum rate of Aircraft Tech/NDT Inspector.
19.22(c)(3) If he previously held the classification, he will be paid $.75 $1.00 increase over his present rate, or the pay rate he previously received in that classification including general increases, whichever is higher.

19.22(d) An employee who is temporarily reclassified to a higher classification for four (4) or more hours will be paid for all time spent in the higher classification and shall receive the minimum rate of the higher classification or his present rate, plus 20 50 cents, whichever is higher. If he previously held the classification, he will be paid the pay rate he previously received in that classification including general increases.

19.23 **CONFINED SPACE ENTRY BONUS**

Employees trained and designated as confined space entry qualified as of 5/2/05 will constitute a pool from which volunteers will be selected by seniority. Those selected will be paid a bonus of $.50 $.75 per hour and perform whole body entry into a fuel cell as required. Additional positions will be opened when needed within classifications, locations and shifts on a voluntary basis by seniority. Overtime projects will be polled for current and qualified personnel within classifications, locations and shifts on a voluntary basis by seniority. Personnel both medically or self disqualified will be terminated from the Confined Space Program and documentation for disqualification will be filed. All employees in the Confined Space Program will maintain a medical clearance. Employees opting out of the pool and once relinquished (with 30 day notice) will not be allowed to resubmit for 6 months. Respiratory or other medical conditions restricting employees from confined space tasks will require a medical clearance prior to reinstatement to the Confined Space Program.

19.24 **NDI / NDT BONUS**

All employees who are classified as an Aircraft Technical/NDT Inspector and X-Ray Technician who have qualifications and currency for NDI (non-destructive testing or inspection), will receive a bonus as follows:

- $0.25 $0.50 per hour for NDI level one (1)
- $0.50 $0.75 per hour for NDI level two (2)
- $0.75 $1.00 per hour for NDI level three (3)

19.25 **Designated Hourly Trainer**

Volunteers selected and assigned as a Designated Hourly Trainer will attend a peer training course of instruction and receive a DHT bonus pay of $.50 $.75/hour at the beginning the pay period following successful completion.

*The following classifications will be receiving equity adjustments to their wage rates as indicated below. This adjustment will be applied when the new General Wage Increase goes into effect on January 21, 2019 prior to the GWI:*

- A/C Scheduler $0.75
- A/C Tech/NDT Inspector $2.00
- Flight Engineer $2.00
- Flight Mechanic $2.00
- Maintenance Test Pilot $3.00
Created new Classifications:

Motor Pool Mechanic
Flight Engineer
Flight Mechanic

ARTICLE 22 TRAVEL, TRANSPORTATION, AND TDY

22.5(a)(6) Bonus pay shall be removed from an employee while on temporary assignment, unless the bonus pay job assignment is a valid requirement of the mission as determined by the Company. If qualified employees holding bonus pay job assignments volunteer for a temporary assignment away from Ft. Rucker, up to 50% of the employees in each bonus pay job assignment according to seniority, will be allowed to relinquish the bonus pay status for the duration of the temporary assignment. Such employees shall assume resume the same pay status upon return. During the absence from Ft. Rucker, substitute or temporary bonus pay job assignments may be made.

ARTICLE 23 NEW CLASSIFICATIONS

23.4 POSTING NEW JOB CLASSIFICATIONS
New job classifications shall be posted near all time clocks for ten (10) workdays then Sections 35.1 and 35.2 shall apply in filling new job classifications.

ARTICLE 24 COMPANY RULES AND EMPLOYEE DISCIPLINE

24.1 RULES AND REGULATIONS
The policies, procedures, work rules and regulations shall apply to all employees on the contract. The Company shall enforce rules and regulations fairly and equitably. The Union and employees shall be notified prior to the institution of new rules and regulations or changes in existing rules and regulations. Any changes to the current policies, procedures, work rules or regulations will be issued by L-3 Communications Army Fleet Support the Company. The Union shall have the right to protest through the grievance procedure the extent of any penalty levied against any employee for any alleged violation of such rules and regulations. Official disciplinary documents are retained in electronic format, Letters of Reprimand will be returned purged from the employee’s electronic file to the employee after six (6) months from date of issue. Letters of Suspension will be returned purged from the employee’s electronic file to the employee after twelve (12) months from date of issue. Letters of Reprimand and Letters of Suspension returned to the employee shall not be used for any future disciplinary action. The Business Representative will be notified upon removal of discipline.
## ARTICLE 25 GROUP INSURANCE

### 25.1 PROGRAM IN EFFECT

#### 25.1(b) PLAN DESIGN

The Company and the Union agree that Insurance Options can be opened annually in an effort to contain cost or improve coverage, but at no time for the life of the agreement will employee(s) receive an increase to the agreed upon premiums or suffer a loss of benefits in coverage on the date of ratification.

### 25.7 LIFE INSURANCE BENEFITS SHALL BE AS FOLLOWS:

<table>
<thead>
<tr>
<th>EMPLOYEE</th>
<th>LIFE INSURANCE</th>
<th>ACCIDENTAL DEATH AND DISMEMBERMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Test Pilots, Co-pilots, Crew Members, Flight Mechanics,</td>
<td>$70,000</td>
<td>$70,000</td>
</tr>
<tr>
<td>Flight Engineers, Substitute Flight Mechanics, Substitute Flight</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineers, Armament Technicians, Armament AE&amp;I Technicians, Apprentice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Armament Mechanics, and Fuel and Munitions Specialists, Run-up Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Other Eligible Employees *</td>
<td>$55,000</td>
<td>$55,000</td>
</tr>
<tr>
<td>*($70,000 while riding as a passenger in an aircraft while on the job.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**25.7(a)** There will be no reduction of benefits listed above in 25.7 based on age of Employee.

**25.7(b)** If you become totally and permanently disabled while actively at work to age 65 and prior to your 60th birthday, your personal basic and optional life insurance coverage will continue without further payment of premiums. Refer to the current carrier for further details.

### 25.8 SHORT TERM DISABILITY INSURANCE SHALL BE AS FOLLOWS:

<table>
<thead>
<tr>
<th>SHORT TERM DISABILITY INSURANCE</th>
<th>70% of Weekly Wage – 26 weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Begins on eighth (8th) day of disability)</td>
<td>Maximum benefit $1,400 per week *</td>
</tr>
<tr>
<td>(Reduced by amount received from Workers’ Compensation)</td>
<td>Successive periods of disability are considered one period of disability unless the subsequent period of disability commences after the employee has returned to active full time work for at least four (4) consecutive weeks. Up to eight (8) hours paid leave in each of the four (4) weeks will be counted as hours worked for determining active fulltime work under this section. Approval of short-term disability insurance/benefits does not constitute a disability as defined by the Americans With Disabilities Act.</td>
</tr>
</tbody>
</table>

- **LIMIT WILL BE REMOVED IN JANUARY 2020 OPEN ENROLLMENT**
25.10 EMPLOYEE PREMIUMS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Cross/Blue Shield Legacy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$167.00</td>
<td>$175.30</td>
<td>$184.01</td>
<td>$193.15</td>
</tr>
<tr>
<td>Employee +1 Dependent (Spouse)</td>
<td>$215.00</td>
<td>$226.48</td>
<td>$238.57</td>
<td>$251.31</td>
</tr>
<tr>
<td>Employee +1 Dependent (Child)</td>
<td>$215.00</td>
<td>$226.48</td>
<td>$238.57</td>
<td>$251.31</td>
</tr>
<tr>
<td>Employee +2 or more Dependents (Family)</td>
<td>$289.00</td>
<td>$302.51</td>
<td>$316.66</td>
<td>$331.47</td>
</tr>
<tr>
<td>Blue Cross/Blue Shield Preventive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$139.00</td>
<td>$148.00</td>
<td>$157.58</td>
<td>$167.78</td>
</tr>
<tr>
<td>Employee +1 Dependent (Spouse)</td>
<td>$182.00</td>
<td>$192.00</td>
<td>$202.55</td>
<td>$213.68</td>
</tr>
<tr>
<td>Employee +1 Dependent (Child)</td>
<td>$182.00</td>
<td>$192.00</td>
<td>$202.55</td>
<td>$213.68</td>
</tr>
<tr>
<td>Employee +2 or more Dependents (Family)</td>
<td>$237.00</td>
<td>$248.00</td>
<td>$259.51</td>
<td>$271.55</td>
</tr>
<tr>
<td>Blue Cross/Blue Shield Medical 100% (COB Alt)</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$334.00</td>
<td>$350.60</td>
<td>$368.02</td>
<td>$386.30</td>
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<tr>
<td>Employee +1 Dependent (Spouse)</td>
<td>$430.00</td>
<td>$452.96</td>
<td>$477.14</td>
<td>$502.62</td>
</tr>
<tr>
<td>Employee +1 Dependent (Child)</td>
<td>$430.00</td>
<td>$452.96</td>
<td>$477.14</td>
<td>$502.62</td>
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<tr>
<td>Employee +2 or more Dependents (Family)</td>
<td>$578.00</td>
<td>$605.02</td>
<td>$633.32</td>
<td>$662.94</td>
</tr>
</tbody>
</table>

25.14 AFLAC/MACHINIST CUSTOM CHOICE WORKSITE BENEFITS PROGRAM

It is understood and agreed between the parties that AFLAC and the Machinists Custom Choice Worksite Benefits Program of supplemental insurance benefits will be offered to employees in the bargaining unit through their designated agent, AFLAC/Employee Benefits Systems, Inc. (EBS). Members of the bargaining unit will be given an opportunity to spend up to fifteen minutes with an AFLAC/EBS Counselor at the worksite during normal working hours, once per year. The Company reserves the right to coordinate the schedule with AFLAC/EBS to prevent conflict with mission requirements. Further, the Company will honor payroll deduction requests and remit deductions to the underwriting insurance Company designated by AFLAC/EBS on a schedule, which is mutually agreed to by the Company and AFLAC/EBS. All policy holder service will be provided by the underwriter and AFLAC/EBS.
ARTICLE 27 JOB DESCRIPTIONS

27.1 CHANGES
The following changes in classifications/bonus pay jobs are effective with this Agreement:

27.1(a) Insert the following new Job Descriptions:
- Motor Pool Mechanic
- Flight Mechanic
- Flight Engineer
- Apprentice Aircraft Mechanic

27.1(b) Insert the following revised Job Descriptions:
- General requirements for all Classification
- Aircraft Mechanic
- Aircraft Monitor
- Aircraft Refinishing Specialist
- Aircraft Technical/NDT Inspector
- Armament, Avionics, Electrical, and Instrument Technician
- Fuel and Munitions Specialist
- Maintenance Test Pilot
- Quality Deficiency (QDR) Technician
- Weight and Balance Technician
- X-Ray Technician
- Administrative Specialist
- Aircraft Component Cleaner

ARTICLE 29 PENSIONS

29.1 CONTRIBUTION RATE
The Company shall contribute to the IAM National Pension Fund, Benefit Plan B for each hour or portion thereof to a maximum of forty (40) hours per workweek for which employees in all job classifications covered by this Agreement are entitled to receive pay under this Agreement as follows:

$4.00 per hour effective May 1, 2018
$5.00 per hour effective February 1, 2019

30.6 QUALIFICATIONS AND MULTIPLE CURRENCY BONUS PAY
Employees assigned to the Maintenance Test Pilot classification maintaining basic aircraft currency in accordance with AR 95-20 in two or more series of same Mission/Design aircraft (i.e. UH-60 A/L & M, CH-47 D & F), (i.e. UH-60 A/L & M, AH-64 D & E), or two or more aircraft of different Mission, Design, and Series (i.e. AH-64 and OH-58 D), (i.e. UH-72 and TH-67), shall be paid the Multiple Currency Bonus Pay of $100.00 per month. Employees in the Maintenance Test Pilot classification who become qualified for the Multiple Currency Bonus Pay will receive the bonus pay in the month following the effective date of qualification. The Company will establish the number of dual aircraft qualifications required by location and shift. Training and assignment shall be offered by seniority. When enough qualified volunteers are not available, assignment will be given to the least senior qualified Maintenance Test Pilot.
ARTICLE 32 DENTAL PROGRAM

32.1 COMPANY CONTRIBUTIONS
Effective December 1, 2003 April 1, 2018, bargaining unit employees will be offered coverage in the Dental Plan of the IAM Benefit Trust Fund. Employees will have the option of two levels of coverage; Core or Enhanced. The Core Option will require a monthly premium payment by the employee as stated in 32.1(a) below. The Enhanced Option will require a monthly premium payment by the employee to cover the difference of the cost between the Core and the Enhanced plans.

January 1, 2019: Employee Only: $5.50 per month
Employee + Family: $8.50 per month

32.3 CHANGES IN COST
It is acknowledged that there may be increases in the cost or utilization of dental care during the term of this agreement and that, in order to maintain the benefits of the Dental Program, it may be necessary for the Board of Trustees of the National IAM Benefit Trust Fund to direct one or more increases in the contribution rate. In such an event, and upon 90 days advance notice from the Trustees, the Company will increase the aforesaid contribution rate using the current employer/employee contribution splits for the total premiums. by the total amount of increases directed by the Trustees, during the term of this Agreement, shall not exceed $2.00 per employee per month.

ARTICLE 33 TRAINING

33.1(c) New Equipment Training (NET)

The Contractor shall ensure that each person who receives 40 hours of NET training, that qualifies the employee on an aircraft or system, incurs a minimum two year lock-in obligation period. Any person receiving 80 hours or more of NET training, that qualifies the employee on an aircraft or system, incurs a minimum three (3) year lock-in obligation period. This lock-in is only applicable if the person remains employed by the Contractor to ensure a net return on investment is gained. Upon completion of the training, the employee shall serve in the job classification/position on the aircraft/system for which the training was received, unless promoted during the lock-in period. Persons receiving NET of 80 hours or longer shall not be eligible for additional formal training during the three (3) year obligation. Exceptions are additional training for the same aircraft system or a requirement to train an employee on more than one type of aircraft during this availability. These exceptions shall be approved by the COR prior to implementation.

33.4 ON THE JOB TRAINING

Employees who are reclassified, displaced or have their request honored and are sent to another location shall immediately enter an On the Job Training (OJT) Program or Familiarization (FAM) course to familiarize/re-familiarize the employee on the assigned airframe, when required. The documented training shall be monitored by the assigned Technical Trainer or qualified designee. The Technical Trainer or qualified designee shall determine when the individual is adequately trained and is signed off on each specific task in the OJT book. An employee may ONLY clear a discrepancy or perform those tasks which they have been signed off on, in his OJT book, without the assistance of Technical Trainer or qualified designee. The lack of OJT will not exclude a qualified employee from any assignment nor be cause for Layoff provided the employee has the seniority to hold the assignment, nor will it prevent an employee to exercise their rights IAW Article 4 of this agreement.
33.4 (a) PERSONNEL who do not have at least two years of documented rotary wing experience on an aircraft or system shall be required to complete OJT. The Contractor shall ensure that each person who enrolls in a documented OJT that qualifies the employee on an aircraft or system is locked-in to complete the training preventing displacement and disruption in training. In addition, upon completion of training, the employee incurs a minimum two-year lock-in obligation period provided the employee remains employed by the Contractor. Upon completion of the training the employee shall serve in the job classification/position on the aircraft/system for which the training was received.

34.2 SECURITY CLEARANCE PROCESSING (Army PWS 4.8.b, 4.8.8, 4.8.10)
If the Government requires a Security Clearance or National Agency Check (NAC) to perform a specific job, or for access to restricted areas, uncleared employees currently assigned to that job and/or area will be required to promptly apply for the appropriate government security clearance. Employees who have submitted the appropriate application will be permitted to continue working in the classification at the restricted area, in accordance with applicable government provisions, while his application is pending approval by the appropriate government agency. Employees shall not be moved from the position unless his application approval has been denied and the employee provided proof of the denial, or as directed by the government. The security clearance and/or restricted area access shall be a condition of an employee being assigned to or holding that job assignment. All employees with access to unclassified information systems, including e-mail, shall have at a minimum a favorable Tier 1 investigation (T1) or equivalent. Employees requiring access to CLASSIFIED Information shall have either a Favorable Interim or Final Favorable Adjudicated Tier 3 Equivalent or Higher Investigation, combined with ownership relation in the Joint Personnel Adjudication System (JPAS) prior to accessing CLASSIFIED information.

34.4 DENIAL OF SECURITY CLEARANCE
If an employee is assigned to a work area that requires a security clearance or NAC and is denied the security clearance or NAC, the employee shall be allowed to exercise his transfer rights, seniority permitting, under Section 35.7, 35.8 or 35.9. If unable to transfer under Section 35.7, 35.8 or 35.9, he shall be able to exercise his displacement options under Section 4.7.

34.4(a) The Company, all representatives of the Union having access to the premises, and all employees are required to comply with applicable Government security regulations when performing work for the Government. The Company and the Union agree that security information will be revealed only to persons cleared and required by the Government to have the information.

Where an employee’s base access or Common Access Card (CAC) is revoked and the employee is subsequently terminated and base access is restored by the Federal Government within eighteen (18) months of revocation, the Company will reinstate the employee's employment seniority permitting into his/her previously held position at the time of termination, or any lower available classification if he/she has the qualifications to perform the work. The Company shall not be obligated to reinstate any employee whose base access was revoked as a result of circumstances otherwise justifying a just cause termination pursuant to the terms of this Agreement. The Company will not be required to maintain a recall list of any such employee. The employee will be required to notify the Company upon having their base access or CAC eligibility restored. The Company will notify the Business Representative, in writing, within five (5) business days of such notification.
ARTICLE 35 RECLASSIFICATIONS AND REASSIGNMENTS

35.1 RECLASSIFICATIONS

When a vacancy occurs within a bargaining unit classification, other than as a result of layoff, it will be assigned to employees on the active payroll (i.e., an employee not on indefinite layoff, or an inactive employee defined as an employee on a leave of absence of more than 30 calendar days) by seniority who have the qualifications to perform the work involved and who have valid status change request forms on file in the Personnel Human Resources section. If the vacancy involves adding a person on the payroll, employees on indefinite layoff compete for the vacancy, provided they have a valid reclassification request on file. An employee's personnel file as it exists at the time the vacancy occurs, including on-the-job experience as shown in the personnel file, and the job description shall be the determining factors in filling vacancies. Employees requesting a new classification shall submit documentation to Human Resources verifying all qualification/experience required by the job description(s). Employees may be required to pass a written and/or practical exam prior to assignment to a new classification. An employee entering a classification which he has not held before may be temporarily assigned to a shift, location, or workweek for familiarization, where he would not work alone before he has completed sixty (60) days in the new classification.

Except as otherwise specified by law, an employee on leave of absence of more than 30 days must provide documentation 15 days prior to a new assignment which verifies a return to work date no later than the effective date of their new assignment.

35.2 STATUS CHANGE FORMS

Status change forms shall be available in the Personnel Human Resources section and in each work area. The right of classification change, and “4/10” odd work week change, shift change, center of operation change or location change may be exercised no earlier than six (6) months from the date of honoring an employee's last request of the same type. If an employee is displaced during this six (6) month period, he may submit another request of the same type without penalty. However, reclassified employees can compete for bonus pay job assignments and higher classifications during this six (6) month period. Such employee can be displaced by another employee exercising his full seniority rights. This provision shall not prevent the employee from exercising his rights during personnel realignment.

35.2(b) Status change request forms must be filed not later than the 17th calendar day prior to the Monday the vacancy is filled, except that a person promoted, reclassified, assigned a bonus pay job, assigned to a shift, center of operation, location, or workweek assignment within 10 days prior to a vacancy can file a request by the Tuesday preceding the Monday the vacancy is filled. Employees assigned to odd workweek may file a request, withdrawal, and/or displacement form on no later than Sunday prior to the Monday effective date of his/her status change the day that he is given his status change paperwork and it will be considered valid in seven (7) calendar days. The status change request and/or displacement form is considered to be filed with the Personnel Human Resources Section on the date shown on the employee’s receipt. Status change requests may be withdrawn at any time. The withdrawal will be effective seventeen (17) (18) calendar days after receipt.
35.2(c) Bypasses: If the Company does not honor a status change request, it shall notify the employee in writing and shall state the reason. The employee’s request will be invalidated and returned to the employee. Any employee more senior than the employee reclassified may file a grievance provided that, if the issue is arbitrated, all grievances arising out of failure to honor the status change request will be consolidated for arbitration.

35.2(g) Displacement
Displacement shall be defined as movement from current classification/bonus pay job, center of operation, location, shift, and/or workweek, or off days without a request to be moved. Displacement forms must be filed with Personnel Human Resources no later than the 17th calendar day prior to the Monday the vacancy is filled; provided that those employees who have, within ten (10) days prior to the vacancy being filled, been assigned to a center of operation, location, shift, off day, or entered a classification or bonus pay job, will have to file the displacement form no later than the Tuesday prior to the Monday the vacancy is filled. The employee’s request will be invalidated and returned to the employee.

35.2(g)(1) An employee occupying a bonus pay job can file a request on his displacement form to relinquish the bonus pay job to be used in the event he is being displaced from his shift/workweek or location by using the “ONLY” section of the displacement form.

35.2(h) Notifications of Change in Status
The Company will attempt to notify employees of any impending change in status in writing by the end of his shift on Thursday/Wednesday prior to the Monday such change is made.

35.2(h)(1) A report of all new hires and status changes, Company-wide, to include shift/workweek changes, center of operation changes, location changes, reclassifications and the addition or deletion of bonus pay job assignments will be prepared weekly as changes occur. A copy of this report will be furnished to the Business Representative and the Grievance/Negotiating Committee. A copy will be posted on Company bulletin boards at each major work site during the week the changes are made.

35.6 SELECTION OF SHIFT STARTING TIME
35.6(a) Employees entering an overtime project/MDS or shop when assigned to AMSS will be allowed to choose starting time by seniority within ten (10) workdays.

35.7 SHIFT CHANGES, CENTER OF OPERATION TRANSFERS, AND LOCATION TRANSFERS

35.7(b) Maintenance Test Pilot Provisions
Maintenance Test Pilots must have aircraft qualifications but do not have to be current before being assigned.

35.7(b)(2) Seniority shall be the controlling factor for Maintenance Test Pilots, within a center of operation, in shift/workweek and location assignment. However, Maintenance Test Pilots may be temporarily assigned to shifts/workweeks, based
on qualifications and seniority, to offset absences due to training, checkouts, vacations and annual National Guard or reserve leave. Maintenance Test Pilots conducting or receiving training may be assigned to first a different shift for up to thirty (30) workdays. The assignment may exceed thirty (30) workdays due to extenuating circumstances by mutual agreement between the Company and the pilot Union Grievance/Negotiating Committee person.

35.7(c) Flight Engineers and Flight Mechanics
Flight Engineers and Flight Mechanics to be checked out in aircraft receiving initial qualification training may be temporarily assigned to first a different shift regardless of seniority, provided the check-out training period does not exceed fifteen (15) workdays unless due to extenuating circumstances or aircraft type. The Union Grievance/Negotiating Committee person will be informed of any extensions beyond 15 workdays and the reasons for the extension. During the checkout training period, Flight Engineers and Flight Mechanics may be temporarily assigned to a shift/workweek and/or location, first by qualified volunteers by location, by shift, by seniority, then by assignment of qualified low seniority employees by location, by shift, to replace the employees to be checked out in training for the length of time involved on the check-out not to exceed fifteen (15) workdays. Any extension beyond the fifteen (15) workdays will be IAW Article 35.12.

35.7(f) If a new shift/workweek/off days is opened at an existing location, employees will be notified in advance so that those who desire to file written requests to compete for the opening may do so.

35.8 TRANSFERS BETWEEN CENTERS OF OPERATION
35.8(a) There shall be seven (7) eight (8) Centers of Operation: Hanchey, Lowe, CPM, Air Force, Knox (including FAP), Cairns, Main Post (AMSS and Warehouse) and Shell. Employees transferring between the centers of operation will create shift vacancies at the gaining location.

35.8(c) Confined Space Entry (CSE) bonuses shall be removed from employees changing center of operation.

35.8(d) Employees with four (4) or more years seniority may displace for a different center of operation when reclassifying to a higher classification or if displaced IAW Article 35.2(g), seniority permitting.

35.8(e) Quarterly movement may be limited to a maximum of five (5) percent of each classification at any center of operation, not to exceed 12% annually. Does not count toward the annual realignment 12%.

35.11 SHIFT/WORKWEEK CHANGES WITHIN A CENTER OF OPERATION
35.11(b)(3) When different locations within a Center of Operation have the same type shift/workweek vacancy, eligible employees will have preference, by seniority, for location assignment, provided they have indicated their preference on the shift/workweek request or displacement form.
35.12 TEMPORARY TRANSFERS AND SHIFT CHANGES

35.12(f) Transfers of any employee from one center of operation or location or shift/workweek to another may be made temporarily per government requirements for a period not to exceed thirty (30) workdays, except as extended by mutual agreement between the Company and the Union Grievance/Negotiating Committee person.

35.12(g) The Company will attempt to notify the employee in writing at least three (3) work days prior to the effective date of his temporary shift/workweek assignment.

35.16 FLIGHT MECHANICS ALL OF 35.16 WAS DELETED

35.17 FLIGHT-ENGINEERS ALL OF 35.17 WAS DELETED

35.18 LEADERS

Where required, the Company will select employees from qualified volunteers from each applicable classification, by seniority, to serve as Leaders.

35.18(a)(1) May be required to pass a written and/or hands on assessment prior to assignment to Leader.

35.19 PERSONNEL REALIGNMENTS

35.19(a) Effective the first Monday in January of each year, the Company will specify the number of employees within each classification and each bonus pay job assignment to be assigned to each center of operation, location and shift/workweek. Employees desiring to compete for a different center of operation, location, and/or shift/workweek must complete a Realignment Request form or Realignment Displacement form to be used if displaced.

APPENDIX F – Strike Settlement Agreement
ALL OF APPENDIX F WAS DELETED

APPENDIX A – LINES OF PROGRESSION
GENERAL REQUIREMENTS OF ALL CLASSIFICATIONS

OTHER DUTIES:
14 Employees assigned to the Flight-line will support the customer by assisting in untying or securing aircraft (meet and greet), summoning other assistance if needed or working issues within their assigned Classification

AIRCRAFT MECHANIC

OTHER DUTIES AND RESPONSIBILITIES:
8 Replaces aircraft batteries during recovery/TDY operations.
9 Performs touch-up spot painting.

EDUCATION AND EXPERIENCE:

1. High School diploma or equivalent – General Educational Development (GED) certificate.
2. FAA Airframe and Powerplant (A&P) certificate and one (1) year two (2) years documented aircraft maintenance or two (2) years documented rotary wing aircraft maintenance experience or four (4) years documented fixed-wing aircraft maintenance experience.

AIRCRAFT MONITOR

SUMMARY: Observes downed or crashed damaged aircraft. Safeguards and preserves aircraft accident scenes and aircraft that have experienced precautionary landings. Discourages unauthorized personnel from crash site. Performs normal housekeeping.

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Conduct operations IAW the USAACE Aviation Pre-Accident Plan
2. Maintains physical observation of crashed, damaged, and downed aircraft until relieved by proper authority. May watch multiple aircraft at the same site, as long as they can be viewed simultaneously.
5. Assures aircraft crash or accident scene is not disturbed by unauthorized personnel.

OTHER DUTIES AND RESPONSIBILITIES:
3. When in the “Hot Seat” be ready to board rescue vehicle within three (3) minutes of alert system.

AIRCRAFT REFINISHING SPECIALIST

SUMMARY: Coats surfaces of aircraft and aircraft parts with paint, lacquer, epoxy, resin or other material using proper application techniques. Removes old paint from aircraft using Plastic Media Blasting (PMB), sandpaper, and scraping approved mechanical or chemical means. Paints insignia, letters or numerals on aircraft using proper stencils.
ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Refinishing of aircraft, aircraft parts and/or special tools and ground support equipment.
2. Safe operation of the following shop equipment:
   a. Compressors.
   b. Paint spraying equipment/booth operation.
   c. High-pressure cleaning and blasting equipment (PMB).
   d. Accelerated drying equipment.
3. Maintains hazardous material / waste / paint booth operation records in shop.
4. Must be able to identify and safely mix chemicals used in corrosion control and refinishing processes.
5. Must have good working knowledge of aircraft parts cleaning, pre-treatment, corrosion control, priming, top-coating, and Chemical Agent Resistant Coating (CARC) refinishing processes.
6. Must record all pre-treatment, in-progress, and final checks in accordance with established process and procedure manuals.

OTHER DUTIES AND RESPONSIBILITIES:

4. Orders and maintains authorized stocks of repair parts, paints, corrosion control chemicals, protective equipment, common hardware and other supplies necessary to accomplish job tasks. Maintains supply economy and discipline.
5. Perform, schedule, and record operator maintenance and calibration requirements on all assigned tools and test equipment required by job assignment.

EDUCATION AND EXPERIENCE:

2. Must possess a valid FAA Airframe (A) certificate or have knowledge of and demonstrate ability to select, mix, blend, apply paints, dopes, varnishes, sealants and other finishing materials used on aircraft surfaces and component parts or three (3) years’ experience in aircraft industry painting operations.
3. Must be able to successfully complete company provided certification program, i.e., STAR4D within ninety (90) days of employment or reclassification. Painters must be certified prior to conducting paint / de-paint operations.

OTHER REQUIREMENTS:

3. Must have a thorough working knowledge of all aspect of paint and protective coating inspection to include water break, drying, curing, thickness, and adhesion testing.

AIRCRAFT TECHNICAL/NDT INSPECTOR


ESSENTIAL DUTIES AND RESPONSIBILITIES:

5. Annotates / reviews logbook entries to facilitate an effective Invalid Reject Assessment Process (IRAP)
OTHER DUTIES AND RESPONSIBILITIES:

EDUCATION AND EXPERIENCE:
3. Must have a minimum of one (1) year two (2) years experience and completed OJT on the specific model aircraft they will be assigned to.
4. For those assigned to any FAA commercial or nonstandard military commercial derivative aircraft, a valid FAA Mechanics license with A&P and Inspection Authorization or 4 years A&P experience on commercial aircraft (fixed or rotor) may be substituted for the specific MDS requirement.

OTHER REQUIREMENTS:
4. May be assigned to provide on the job training (OJT) to newly assigned Inspectors when required.
5. Must maintain yearly pass ratings on proficiency evaluation.

CLASSIFICATION DISTINCTION WHEN ASSIGNED TO THE AIR FORCE PROJECT:
3. Must have five (5) years aircraft maintenance experience on any H-1 aircraft which shall be documented in personnel and/or training records.
4. Technical Inspectors shall have a minimum of five (5) years H-1 aircraft experience.
5. Any individual who clears Red X conditions shall have as a minimum six (6) years aircraft maintenance experience and minimum one (1) year maintenance experience on the TH-1H aircraft.
6. IAW 21-101, may be required to sign exceptional release/conditional release.

ARMAMENT, AVIONICS, ELECTRICAL, AND INSTRUMENT TECHNICIAN

ESSENTIAL DUTIES AND RESPONSIBILITIES:
8. Provides capability to troubleshoot, assess and develop a plan of repair for aircraft armament and maintenance deficiencies

FLIGHT MECHANIC

SUMMARY: Performs in-flight duties aboard public use aircraft in support of contractual return to service/airworthiness inspection requirements, and assists maintenance test pilots (MTP) with determining/establishing airworthiness conditions. Performs major trouble shooting duties consistent with established contract and government standards.

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Performs as flight crew in flight during day, night, and/or Instrument Meteorological Conditions (IMC); including in-flight observation, troubleshooting, adjustments, and repair consistent with current contract and government procedures.
2. Assist MTP’s in determining airworthiness through detailed inspections prior to its release for customer use and maintains a high level of aircraft technical knowledge to accomplish this requirement.
4. Uses tracking and balancing equipment, special tools, and test equipment necessary in the performance of functional assignment.
5. Performs duties of aircraft mechanic, as required, during aircraft recoveries, MTF/MOC’s, and other maintenance events that require operation of the aircraft to perform and/or validate upon completion.

PHYSICAL REQUIREMENTS:
1. Must hold, and maintain, a valid, current FAA Class III Medical Certificate, or as prescribed by service guidance. Notifies management immediately of any changes in medical status.
2. Must be able to safely climb, and work, in elevated areas for preflight/postflight, where fall protection requirements are waived.

EDUCATION AND EXPERIENCE:
1. High school diploma or equivalent General Education Development (GED) certificate.
2. Applicants must meet, and provide documentation, of at least one of the following aircraft qualification standards: Be a graduate of an Armed Service maintenance/maintainer qualification course specific to the requested model and design of aircraft, be a graduate of a factory sponsored training program, Level II OJT completion as an aircraft mechanic, or two (2) years of documented aircraft maintenance experience specific to the requested aircraft. Applicants with an FAA airframe and powerplant license may reduce the aircraft-specific maintenance experience to one (1) year.
3. Documented flight experience with a minimum of 150 flight hours in rotary wing aircraft, or have been trained using the applicable Service training program modified to the contract requirements if approved, unless otherwise specified in AR 95-20. Waivers to this minimum may be accepted on a case-by-case basis.

OTHER REQUIREMENTS:
1. Must demonstrate, the ability to work as a flight crew with other classifications to enable a positive crew climate as specified in service guidance.
2. When required, operates independent of a lead; to include work assignment and logbook entries.
3. Must pass a contractor or military flight evaluation initially and annually thereafter.

CLASSIFICATION DISTINCTION WHEN ASSIGNED TO THE AIR FORCE PROJECT:
1. Completes maintenance documentation accurately using Integrated Maintenance Data System (IMDS) and required forms, as required by job assignment.
2. Must show proficiency in the use of IMDS within 90 days after assignment.
3. Must have one year (within the past three years) aircraft maintenance experience on any H-1 aircraft which shall be documented in personnel and/or training records.
4. May be required to provide on the job training (OJT) to newly assigned personnel, within the classification.
**FLIGHT ENGINEER**

**SUMMARY:** Performs in-flight duties aboard public use aircraft in support of contractual return to service/airworthiness inspection requirements, and assists maintenance test pilots (MTP) with determining/establishing airworthiness conditions. Performs major trouble shooting duties consistent with established contract and government standards.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Performs as flight crew in flight during day, night, and/or Instrument Meteorological Conditions (IMC); including in-flight observation, troubleshooting, adjustments, and repair consistent with current contract and government procedures.
2. Reads and interprets aircraft systems gauges/indications, and communicates/annotates them as directed by the pilot-in-command (PIC). Performs emergency actions from memory as specified in operator's checklists and Aircrew Training Modules.
3. Assist MTP’s in determining airworthiness through detailed inspections prior to its release for customer use and maintains a high level of aircraft technical knowledge to accomplish this requirement.
5. Uses tracking and balancing equipment, special tools, and test equipment necessary in the performance of functional assignment.
6. Performs duties of aircraft mechanic, as required, during aircraft recoveries, MTF/MOC’s, and other maintenance events that require operation of the aircraft to perform and/or validate upon completion.
7. Operates towing equipment and/or assists in aircraft towing operations.

**OTHER DUTIES AND RESPONSIBILITIES:**

1. Performs and maintains authorizations for APU run-ups, if authorized aircraft is equipped.

**PHYSICAL REQUIREMENTS:**

1. Must hold, and maintain, a valid, current FAA Class II Medical Certificate, or as prescribed by service guidance. Notifies management immediately of any changes in medical status.
2. Must be able to safely climb, and work, in elevated areas for preflight/postflight, where fall protection requirements are waived.

**EDUCATION AND EXPERIENCE:**

1. High school diploma or equivalent General Education Development (GED) certificate.
2. Applicants must meet, and provide documentation, of at least one of the following aircraft qualification standards: Be a graduate of an Armed Service maintenance/maintainer qualification course specific to the requested model and design of aircraft, be a graduate of a factory sponsored training program, Level II OJT completion as an aircraft mechanic, or two (2) years of documented aircraft maintenance experience specific to the requested aircraft. Applicants with an FAA airframe and powerplant license may reduce the aircraft-specific maintenance experience to one (1) year.
3. Documented flight experience with a minimum of 150 flight hours in rotary wing aircraft, unless otherwise specified in AR 95-20, or have been trained using the applicable Service training program modified to the contract requirements if
approved. When applying to CH-47 Flight Engineer positions, applicants must show 500 hours of rotary-wing flight experience. Waivers to this minimum may be accepted on a case-by-case basis.

OTHER REQUIREMENTS:
1. Must demonstrate, the ability to work as a flight crew with other classifications to enable a positive crew climate as specified in service guidance.
2. When required, operates independent of a lead; to include work assignment and logbook entries.
3. Must pass a contractor or military flight evaluation initially and annually thereafter.

FUEL AND MUNITIONS SPECIALIST

ESSENTIAL DUTIES AND RESPONSIBILITIES:
2. Transports Cartridge Actuated Devices (CADs) / Propellant Actuated Devices (PADs) between ASP and Ft. Rucker base airfields
3. Stores all CADs/PADs properly in approved storage areas.

MAINTENANCE TEST PILOT

EDUCATIONAL EXPERIENCE:
3. Maintenance Test Pilots flying UH-60, CH-47, or AH-64 aircraft, have successfully completed MTPC prior to assuming PC and MTP duties in those aircraft.

QUALITY DEFICIENCY REPORTS (QDR) TECHNICIAN

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Coordinates with Maintenance department and inspectors in determining whether a Quality Deficiency Report (QDR) condition exists for PQDR candidate parts.
2. Makes a thorough investigation of equipment and/or parts, and records necessary data for preparation of QDR’s if required for potential candidates.
3. Investigates and compiles information on aircraft involved in precautionary or emergency landings by consulting aircraft records, pilots, or flight mechanics. Calls this information in to the Quality Department; also furnishes this information to Center Safety upon request and submits a QDR when necessary.
4. Photographs unsatisfactory equipment to point out unsatisfactory conditions. and arranges for processing of film through Center Photo Lab.
5. Coordinates with contractor employees, manufacturer’s service engineer, DAC representative, ACLC, Satellite units, and military personnel, to expedite the preparation of equipment and publications, improvement reports, and the shipment of exhibits.
6. Keeps currently familiar with contract procedures, technical publications, directives, procedures, applicable external procedures, and regulations on assigned aircraft.
7. Prepares QDR notification and QDR Submission reply cards. Maintains file on QDR File Data Display, Failure Status, and summary reports received from the Information Technology Support Center.
11. Performs storage and accountability of QDR exhibits which reach main Post pending completion of shipment of the exhibit.

OTHER DUTIES AND RESPONSIBILITIES:
3. Performs routine office duties such as answering telephones, sorting mail, receiving visitors, ordering office supplies, general housekeeping, and other duties as assigned.
4. Prepares and types records, charts, reports, and correspondence in the performance of functional assignments, assuring correct spelling, format, punctuation, etc.

EDUCATION AND EXPERIENCE:
2. Must have a valid FAA Airframe and Powerplant (A&P) certificate or two years aircraft maintenance experience. Aircraft Supply Specialist experience or clerical experience directly relating to aircraft maintenance may be substituted for aircraft maintenance experience.
3. Must have two (2) years aviation and QDR experience. (Per PWS 4.2.6)

OTHER REQUIREMENTS:
6. Must be able to satisfactorily accomplish duties with little or no supervision or instructions.

CLASSIFICATION DISTINCTION:
1. Required to establish priorities and coordinate with applicable personnel in the performance of duties with little or no supervision.

WEIGHT AND BALANCE TECHNICIAN

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Prepares and maintains current weight and balance records for assigned aircraft as required IAW applicable regulations, directives, and requirements.
4. Prepares and maintains aircraft weight and balance logbook records, technical data, statistical reports, etc., in accordance with applicable technical publications, or other directives as required.

X-RAY/NDT TECHNICIAN

ESSENTIAL DUTIES AND RESPONSIBILITIES:
7. Maintain currency requirements to current level in all NDT methods which are trained IAW NAS 410.

OTHER REQUIREMENTS:
3. Must have a working knowledge of NAS 410 with current qualifications.
SUMMARY: Services, inspects, troubleshoots, repairs, and delivers aerospace ground support equipment (AGSE, both powered and non-powered), special use vehicles (tugs, forklifts, cranes, ATVs, etc.), and general-purpose vehicles (sedans, pickups, buses, etc.).

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Performs routine AGSE/vehicle maintenance functions.
2. Removes and installs AGSE and vehicle parts.
3. Must demonstrate an operational knowledge of AGSE and vehicles.
4. Operates AGSE/vehicle towing equipment. Delivers AGSE.
5. Must have knowledge of the proper use of hand tools.
6. Must be able to read, write, interpret, and comply with AGSE/vehicle maintenance procedures, manuals, specifications, and directives.
7. Performs preventive maintenance inspections on AGSE/vehicles.
8. Performs troubleshooting, repair, modifications, corrosion control and preservation of AGSE/vehicles.

OTHER DUTIES AND RESPONSIBILITIES:
2. Makes appropriate logbook entries and signs-off own work accomplished.
3. Performs related record maintenance including: completing appropriate log book forms, condition tags and parts change slips in accordance with technical publications, Company procedures manuals, and other written/oral directives.

EDUCATION AND EXPERIENCE:
1. High School diploma or equivalent – General Educational Development (GED) certificate.
2. Two (2) years automotive mechanic experience or ASE Certification with one (1) years automotive mechanic experience.

OTHER REQUIREMENTS:
1. May be required to assist in aircraft recovery efforts (when assigned to AMSS).
ADMINISTRATIVE SPECIALIST

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Performs routine office duties such as preparation and maintenance of office files, read and initial files, answering telephones, sorting and distributing mail, receiving visitors, issuing visitor badges, ordering office supplies and forms. Maintain appointment calendars, schedules meetings and coordinate with Headquarters, Human Resources, ACLC, Sub-Contractors and other government personnel.

AIRCRAFT COMPONENT CLEANER

OTHER REQUIREMENTS:
3. Must be able to successfully complete company provided certification program, i.e., STAR4D within ninety (90) days of employment or reclassification. Aircraft Component Cleaners must be certified prior to conducting de-paint operations.

APPRENTICE A/C MECHANIC

Also see General Requirements of All Classifications on page 3

SUMMARY: Perform those services and tasks as defined by the A/C Mechanic job description under the guidance or direction of qualified A/C Mechanic(s).

ESSENTIAL DUTIES AND RESPONSIBILITIES:
1. Under the direction and guidance of a qualified A/C Mechanic, performs the essential and other duties and responsibilities of the A/C Mechanic classification.
2. Upon successful completion of one area/task of the Apprentice A/C Mechanic Task Book, will progress to a different area/task until completion of program.

EDUCATION AND EXPERIENCE:
1. Must possess a high school diploma or equivalent – General Educational Development (GED) certificate.
2. Must pass the skill assessment and/or mechanical aptitude test established for this classification.
3. FAA Airframe and Powerplant certificate is preferred but not required to enter the apprentice program.

OTHER REQUIREMENTS:
1. Will be required to remain in the Apprentice training program for a minimum of 24 months. Up to one (1) year prior, verifiable A/C Mechanic experience on assigned MDS may be substituted for up to one (1) year of the 24 month requirement.
2. **Those without an FAA Airframe and Powerplant certificate will** be required to remain in the Apprentice training program until satisfactory completion of the program not to exceed 36 months.
3. A valid FAA Airframe and Powerplant certificate is required prior to completion of the apprentice program.
4. Upon completion of Apprenticeship and progression to the classification in which the employee apprenticed, employee will be held on the MDS for a 24 month period.
5. Qualified or previously qualified employees within the specified classifications will not be downgraded into this classification.
6. All Apprentices will be indefinitely laid off in accordance with Section 4.7 of the CBA prior to the indefinite layoff of any employees qualified within the classification.
7. Bargaining unit employees currently on the active payroll of the Company shall be offered, by seniority, the Apprentice program and re-classification prior to outside hiring if they meet the minimum qualifications identified in the education and experience above.
8. Employees in this classification are not eligible for lead status or for any bonus job assignments.
9. Employees in this classification will not compete for, nor work overtime until all permanent and temporary employees in the A/C Mechanic classification on the same shift, location, and project have been offered the overtime. At no time will an Apprentice work overtime alone, without an A/C Mechanic.
10. Apprentice Mechanics will be assigned to an MDS upon entering the Apprentice Program and will remain on the same MDS for the duration of their apprenticeship program. Apprentice Mechanics may be assigned to any project (scheduled, unscheduled, flight line, etc.) as determined by the Company. Fifty percent (50%) of the Apprentice Mechanics first twenty-four (24) months must be assigned to unscheduled or scheduled maintenance, the other time may be worked on Flightline, Daily/PMD etc.
11. In no event will an Apprentice A/C Mechanic work independently from an A/C Mechanic.
12. An Apprentice Mechanic with an FAA Airframe and Powerplant certificate may sign off tasks for which he is certified, with Government approval, an Apprentice A/C Mechanics without an FAA Airframe and Powerplant Certificate cannot sign-off work.
13. Upon completion of the apprenticeship program and reclassification to A/C Mechanic the employee shall incur a twenty-four (24) month lock-in on the MDS they were trained.
14. Apprentice Mechanics that do not successfully complete the Apprentice program and obtain a valid FAA Airframe and Powerplant certificate within thirty-six (36) months will be removed from the apprentice program and may exercise their rights IAW CBA Article 4.7, seniority permitting.
15. Total number of Apprentice Mechanics assigned shall not exceed five percent (5%) of the total number of Aircraft Mechanics assigned to a Location/Shift.