

Company Proposal - Joint Dispatcher Agreement, PAFCA & TWU - March 30, 2012

“Delta Economics”

- *Match Delta* pay rates at DOS
- *Match Delta/United* annual hours of work (1880)
- *Match Delta/United* ½ hour unpaid shift turnover
- *Match Delta* shift (.58/.51) and license (\$200/mo.) premiums at DOS
- ATC, FDI, FPSA = \$425/mo.; ADI, LCA = \$300/mo.; Int'l, IFS & IOE = \$1.00/hr.
- Longevity premium = \$0.10/YOS for +12 to max. \$1.00/hr. at DOS; ramp up to *match Delta* (\$5.00/hr. max.) at DOS +4

“Continental Work Rules”

- *Match Continental* work rules, e.g., shift bids, shift lengths, shift start times, overtime, etc. (eliminate midnight comp day and minimum OT requirement)
- *Match Continental* option to work 11 additional days annually
- *Match Continental* vacation, holidays & sick leave
- *Match Continental* seniority (management to retain/accrue if paying dues)

Benefits

- Health & welfare: transition to management policy (80/20 split) effective 1/1/13
- Retirement: retain current subsidiary plans, subject to future changes to management plans

Other Terms

- Expedited final language negotiations to reach tentative agreement by 4/13/12, ratification by 5/15/12, effective date 6/01/12
- Duration: amendable 5/31/17, with LOA re implementation and integration schedule
- Company will pay reasonable union leave & expenses to complete negotiation and ratification of agreement (and forgive PAFCA past due balance)
- PAFCA & TWU to submit single seniority list by August 1, 2012 (Company will pay reasonable union leave & expenses)
- PAFCA & TWU to file single carrier representation application by September 1, 2012
- PAFCA & TWU to withdraw “scope” grievances

Signing Bonus

- S-UA: \$5,000
- S-CO: \$4,000

This offer is open until 5:00 p.m., Monday, April 2, 2012.