

1. **"SCOPE"**:

a. Port Of Spain: "Permanent Foreign Base or not" [Our position "NOT", and that is why we are in the Federal Court trying to get resolution to an ongoing grievance that Amerijet refuses to arbitrate], Pay issues associated with this [No 24 hour Per/Diem nor Trip Rig from time you leave Miami], CBA applicability [Company's position that our CBA is NOT applicable when assigned to POS or any other future POS like bases, and the consequences this has], lack of Base bidding for POS [Company refuses to put POS out for bid, and arbitrarily assigns it without regards to crewmember's Seniority, often altering crewmembers bids for Days Off, in order to send them to POS].

b. New Aircraft: Company wants to be able to arbitrarily set pay-scales for certain types of new airplanes. Our position is that the pay-scales must be negotiated.

2. **"Definitions"**: Company's "Date of Hire" definition allows for any employee that gets hired as a Pilot or PFE, to retain their Seniority based on original date of hire. Our position is that only flight crewmembers have a CBA and that date of hire should be based on the date hired as a flight crewmember. With this said, this allows PFEs to upgrade to Pilot, without losing their Seniority.

3. **"Successorship and Mergers"**: Our current language has no protections if Amerijet is sold or merges. Our language ensures job protections and integration.

4. **"Compensation"**: Although Amerijet did come up in pay in their last offer, it still places our crew under industry averages. Amerijet seeks to get rid off the "Special Island" override pay, refuses to pay the PFE for maintenance work performed on the flight line [in fact refuses to address any PFE compensation]. Does not want to change how they pay "Temporary Domicile".

5. **"Travel Expenses"**: Amerijet wants you to continue to pay for your hotels with your personal credit cards. They also refuse to give you any reimbursement for Uniforms and Medicals.

6. **"Hours of Service"**: Amerijet refuses to give you the ability to Bid for extra Days Off [Currently 8, we propose more].

7. **"Scheduling"**: Company wants to maintain status quo of not publishing the Schedules for all crewmembers to see (No transparency or checks and balance system to ensure your Seniority is not being violated). Company's offer still punishes crews for taking Vacation, by reducing the amount of Days Off. Company wants to continue to be able to assign you to flights that require a "crew-call" while still in your Day Off, and at the same time want to be able to use you for up to 30 minutes into your Day Off, without replacing it [essentially this diminishes any value a Day Off has]. We have proposed to reduce the length of your duty day and Reserve days, Company wants status quo. Company wants to reverse an Arbitration ruling that the crews won, which forces the Company to put in destinations in your schedules [Component Legs]. With regards to Deadheading, we are asking that the Company does everything possible (including commercial you) to get you home prior to a Day Off or Vacation Day. Current practice is that they will get you home on Company aircraft in order to save money, even if commercial flights were available to get you home sooner.

8. **"Notice of Job Actions/Suspensions of Agreement"**: Company proposes to diminish the crewmember's rights under Federal Law to seek "Self-Help" (the ability to strike).

9. **"Seniority"**: Company doesn't want to extend the "furlough" protection from 18 months to 24 months. Still refuses to allow PFEs that upgrade to pilot, to retain their Seniority. Company doesn't want to fix the Medical Leave of Absence language from two years to three, even though there is language already in Section 15 protecting you for three years.

10. **“Vacation”**: We are proposing to add a 10 Year tear to our vacation accumulation, equal to 24 days/60 hours, and changing the 15 Year to 28 days/70 hours. Company wants status quo. Company wants to be able to cancel your vacation for any reason, we want status quo.
11. **“Sick Leave”**: We are proposing to increase the accrual rate of sick time to 2.5 hours (1 day) per bid period, Company wants status quo (takes 2 bid periods to get 1 day of sick).
12. **“Filling of Vacancies”**: Company doesn’t want to publish any minimum requirements for Special Qualifications, and wants to be able to fill those positions at their discretion, without even taking your Seniority into account. With regards to Temporary Domicile/Base, the Company refuses to pay 24 hour per diem and Trip Rig from when you leave Miami. Instead of compensating you for being away from home and your family, it’s actually costing you more. Company wants to impose a 12 month Seat-Lock per aircraft and seat. In our opinion, the way they propose it, it lends itself for hiring off the street, instead of allowing current crews to bid for an open position.
13. **“Furlough and Recall”**: We want to extend furlough to 24 months, Company want to be able to furlough out of Seniority (by aircraft and seat only).
14. **“Training”**: Company want to be able to pull you out of training in a new aircraft, and place you on the previous aircraft. Our position is that unless you’re Junior Assigned back into the previous aircraft, they can’t do it once your simulator training has begun. (History: had a PFE that upgraded to pilot and in OE, was placed back in the PFE seat and furloughed as a pilot, while performing PFE duties).
15. **“General”**: Inflight Amenities, Company refuses to install microwaves in the B-727. We also want any newly acquired Large Transport Category Airplanes to have a microwave or equivalent, and Lavatories.
16. **“Telephonic Communications”**: Company wants to records all calls to/from OPS (we have no issues with this), However, they refuse to give the Union access to the recordings that are associated with an ongoing disciplinary action (we can’t agree to this).
17. **“Benefits”**: We are asking to double the current 401-K matching. Company is not even willing to put in writing the current matching practice. We don’t need a repeat of 2009, where they took the matching away.
18. **“Duration”**: Company wants a 5 year contract. This is still open for negotiations, depending on benefits/pay gained.