

AGREEMENT
BETWEEN
AIRWAY CLEANERS LLC.
AND
LOCAL504
TRANSPORT WORKERS UNION OF AMERICA

Effective dates are June 1, 2022 to May 31, 2027

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THIS AGREEMENT made and entered this First day of June, 2022, by and between **Airway Cleaners LLC** its successors or assigns (hereinafter referred to as the "Employer") and **LOCAL 504, Transport Workers Union of America**, located at, 107 B Industrial Drive, St Marys, GA 31558, its successors or assigns (hereinafter referred to as the "Union").

WHEREAS

WHEREAS, the parties hereto accept the principles of collective bargaining and wish to enter into an Agreement as to wages, hours and working conditions and to provide methods for the fair and peaceful adjustments of any and all disputes which way arise between Employer and Union.

NOW, THEREFORE, in consideration of the mutual agreements herein contained the parties hereto agree with each other with respect to the Employees of the Employer recognized as one being represented by the Union as follows:

ARTICLE I **UNION RECOGNITION**

Section 1 - The Employer hereby recognizes the Union as the exclusive representative of all full-time and regular part-time KAAMCO Interline Baggage Delivery Agents employed at JFK International Airport, excluding guards, supervisors, office employees, foremen, salesmen, and executives employed by employer in the KAAMCO Interline Baggage Delivery Operation at JFK International Airport.

Section 2 - The Employer hereby agrees not to discriminate against any employee in any manner whatsoever because of membership in or activity on behalf of the Union or because of race, religion, age, sex, sexual preference or citizen status or for any illegal reason prohibited by applicable law.

ARTICLE II **UNION SECURITY**

Section 1 - It shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the execution date of this agreement shall remain members in good standing and that any unit employee who is not a member in good standing in the Union on the execution date hereof shall become and remain members in good standing in the Union no later than the 31st day following their employment, or the execution or effective date of this Agreement, which ever arises later. The Employer shall not retain in employment any person unless he is or becomes a member of the Union as herein before set forth, and upon notification by the Union that any such employee is not a member in good standing, shall discharge said employee. In the event of any change in the law during the terms for this Agreement, the Employer agrees that the Union will be entitled to receive the maximum Union security provision which the law allows.

Section 2 - Upon written notice by the Union that any employee has failed to become or remain a member in good standing as required by Section 1 the Employer shall discharge said employee. In the event the Employer fails to discharge the employee, the Employer shall be liable for damages suffered by the Union and its members due to the Employer's improper employment of such employee. All damages shall be limited to damages equal to the unpaid dues initiation fees and assessments, arbitrator's fees, if any, and lost wages and Fund contributions on behalf of the appropriate employee. For purposes of this Article "member in good standing" shall mean the tendering of uniform dues as required by law.

ARTICLE III **CHECKOFF**

Section 1 - The Employer upon receipt of a written authorization signed by the employee, which authorization shall not be irrevocable for a period of more than one (1) year, or beyond the termination date of this Agreement, whichever occurs sooner, shall deduct membership dues, initiation fees or agency/representational fees from said employee's wages on the first pay day of every month, and remit same to the Union no later than the 20th of the month in which they are deducted.

Section 2 - In the case of newly hired employees the Employer shall be obligated to deduct dues, initiation fees or agency/representational fees, as described herein, in and for the month in which said employee's 31st day of employment is on or before the 15th day of the month. In the event that the 31st day of employment is on or after the 16th day of the month the Employer shall be obligated to deduct dues and initiation fees on the first pay day of the next following month to be effective for the month in which it was deducted.

Section 3 - The Employer shall notify the Union immediately upon receipt of any revocation of any authorization submitted to it pursuant to this Article.

Section 4 - The Union will hold harmless, defend and indemnify the Employer and its employees with respect to any and all claims, liabilities, costs and expenses (including attorneys' fees) arising out of or in connection with this Section or any action taken under it at the request of the Union, provided that the Union shall have the right to defend against all such claims and that no settlement thereof shall be made without the prior written agreement of the Union.

ARTICLE IV **SENIORITY**

Section 1 - An employee acquires seniority rights immediately following the expiration of the "probationary" period of employment. Seniority shall be defined as the total length of service with the Employer.

Section 2 - Tier 1 Employees shall retain their prior Company Seniority date for the purposes of shift and vacation bid purposes.

Section 3 - The Employer shall submit a current and up-to-date seniority list when requested by the Union, in writing, but not more often than once every six months during the term of this Agreement. Where there are equal dates of hire, the tie breaker shall be the last name in alphabetical order.

Section 4 - In the event of a layoff, an employee who is notified of recall shall be required to return to work within five (5) working-days of notice sent by certified mail to the last known address of the employee on file with the Employer and a copy sent to the Shop Steward.

Section 5 - Seniority shall be broken by an employee's voluntary separation from the Employer or by discharge for just cause. Seniority shall accrue during layoffs of less than one (1) year or during authorized leaves of absence.

ARTICLE V
SHOP STEWARDS

Section 1 - The Employer recognizes the right of the Union to designate Shop Stewards who shall be recognized as the representatives of the Union for all matters arising under this Agreement to the extent permitted herein. The Union shall advise the Employer as to the identity of the Shop Stewards and the Employer agrees that the Shop Stewards will be free to conduct their duty as such, with the understanding that such duty will not unduly interfere with normal production or the conduct of business and the Steward will be expected to do his usual work. However, reasonable time spent in carrying out the grievance procedure agreed upon herein, will be considered as being on the Employer's time, provided step one of the procedure is taken up at a time mutually agreeable to the Shop Stewards and the Supervisor.

Section 2 - The Shop Stewards will be the last people laid-off and the first people rehired upon resumption of work provided they are qualified to work in applicable classification.

Section 3 - A new employee's direct supervisor shall introduce a new employee to the Shop Stewards during the first week of their employment.

ARTICLE VI
HOLIDAYS

Section 1 - Unit employees shall be entitled to the following holidays with pay, employees who are not working on the holiday shall receive eight (8) hours holiday pay at straight time rates:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Martin Luther King Birthday	

Section 2 - Should an employee be required to work on any of the aforementioned Holidays, all work performed shall be paid at the rate of time and a half.

ARTICLE VII
HOURS & OVERTIME

Section 1 - The workweek shall consist of seven (7) consecutive days beginning at 12:01 AM Monday. The workday shall consist of a twenty-four (24) hour period beginning at 12:00 o'clock midnight. The regular work week schedule shall consist of five (5) consecutive days of at least eight (8) hours each within the work week unless mutually agreed to otherwise. All work performed in excess of forty (40) hours in any week shall be paid at the rate of time and one half.

Section 2 - In the event that legislation, federal, state or city, shall be enacted that increases the minimum wage above specified in this Agreement, which legislation applies to the Employer's business, such increase shall be put into effect with no reduction in weekly pay.

Section 3 - Each employee shall be scheduled two (2) consecutive days off during a calendar week subject to the scheduling needs of management.

ARTICLE VIII
SICK LEAVE - DEATH-IN-FAMILY - JURY DUTY

Section 1 - New York City Earned Sick Time

Eligibility. The Company provides paid sick time to employees who work more than eighty (80) hours in New York City in a calendar year.

Accrual. Employees begin accruing paid sick time pursuant to this policy at the start of employment. Eligible employees will accrue one (1) hour of paid sick time for every thirty (30) hours worked, up to a maximum accrual of forty (40) hours each calendar year. Exempt employees are assumed to work forty (40) hours in each workweek unless their normal workweek is less than forty (40) hours, in which case paid sick time accrues based upon that normal workweek. For purposes of this policy, the calendar year is the consecutive 12-month period beginning January 1st and ending on December 31.

Usage. Employees may begin using accrued paid sick time after the 120th calendar day of employment. Paid sick time may be used in a minimum increment of four (4) hours, provided this is reasonable under the circumstances. For uses beyond four (4) hours, paid sick time may be used in thirty (30) minutes increments (i.e. 4.5 hours, 5 hours, 5.5 hours etc.). An employee may not use more than forty (40) hours of accrued paid sick time in any calendar year.

Employees may use accrued paid sick time for absences due to:

- 1) The employee's mental or physical illness, injury or health condition or need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive medical care.
- 2) The care of the employee's child, spouse, domestic partner, parent, sibling (including half siblings, step siblings, or siblings related through adoption), grandchild or grandparent or the child or parent of the employee's spouse or domestic partner, who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or who needs preventive medical care; or
- 3) Closure of the employee's place of business by order of a public official due to a public health emergency or such employee's need to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency.

Notice and Documentation. Employees must provide seven (7) days advance notice of the need to use accrued paid sick time to their Manager if the need is foreseeable. Where the need is not foreseeable, employees should provide notice as early as possible. The Company will require supporting documentation if the employee uses accrued paid sick time for more than three (3) consecutive days. For paid sick time used for reasons (1) or (2) above, documentation signed by a licensed health care provider indicating the need for the amount of paid sick time taken and that paid sick time was used for an authorized purpose under the law will be considered reasonable documentation, and such documentation need not specify the nature of the employee's or the employee's family member's injury, illness or condition. Failure to provide requested documentation for paid sick time taken under this policy within seven days of returning to work may result in disciplinary action, up to and including termination.

Additionally, the Company may require an employee to provide written confirmation that an employee used paid sick time in accordance with this policy. A copy of the required form will be provided by the Employee's Manager. The Company may take disciplinary action, up to and including termination, against an employee who uses sick time provided under this policy for purposes other than those described above. Indications of abuse of sick time may include, but are not limited to, a pattern of: (1) use of unscheduled sick time on or adjacent to weekends, regularly scheduled days off, holidays or payday, (2) taking scheduled sick time on days when other leave is denied, or (3) taking sick time on days when the employee is scheduled work a shift or perform duties perceived as undesirable.

Payment. Paid sick time will be paid at the same rate as the employee earns from his or her employment at the time the employee uses such time, but not less than the applicable minimum wage. Use of paid sick time is not considered hours worked for purposes of calculating overtime.

Carryover & Payout. An employee may carryover up to forty (40) hours of accrued, unused paid sick time under this policy to the following calendar year. Accrued but unused paid sick time under this policy will be paid at fifty (50%) percent of regular rate at separation, however, should an employee be terminated for theft or accessory thereof, under this policy they will not be paid out.

Enforcement & Retaliation. Employees have the right to request and use paid sick time and may file a complaint for alleged violations of this policy with the New York Department of Consumer Affairs. The Company prohibits retaliation or the threat of retaliation against an employee for exercising or attempting to exercise any right provided in this policy, or interference with any investigation, proceeding or hearing related to or arising out of an employee's rights pursuant to this policy and applicable law. Employees with questions concerning this policy should contact their Manager.

Section 2 – In the event of a death in an employee's immediate family, namely: spouse, children, brothers, sisters, parents and parents-in-law, paternal and maternal grandparents, an employee shall be paid in full for time lost not to exceed three (3) days. Prior to any bereavement leave being paid, the employee shall provide all the necessary documents verifying the death.

Section 3 – Employees who are required to serve on jury duty shall receive from the Company the sum of forty (40) dollars for each day of jury service, provided all appropriate documentation is submitted.

ARTICLE IX VACATION

Section 1 – Annual vacations with pay in advance on the payday before the vacation shall be given by the Employer to each employee as follows, (based upon the average number of hours the employee has worked for the last full calendar year) at the employee's regularly hourly rate of pay.

All Employees, effective January 1, 2023:

LENGTH OF SERVICE	VACATION
One Year Service	5 days
Three Years' Service	10 days
Ten Years' Service	15 days

Former Tier 1 Employees under the old Vacation schedule
will retain that schedule.

Section 2 - The Employer will endeavor to approve vacation requests made at least six (6) weeks in advance. However, the Employer retains the right to deny requests, or approve partial requests when extenuating circumstances make approval of the initial vacation request a hardship for the Employer. Such a hardship can occur due to, but not limited to, service needs, airline rescheduling, multiple requests for the same or similar time off from other employees. If vacation requests cannot be honored, the Employer, at its discretion, may offer the employee either an additional 3 months to request additional time off before the vacation time is lost, or offer the employee a payout for the vacation time.

Section 3 - If two or more employees desire to take vacations at the same time and it is not practical for

them to do so, seniority shall prevail, subject to the scheduling needs of the company.

Section 4 - Any employee who resigns with two (2) weeks advance notice shall receive 1/12 of his applicable vacation for each month or major fraction of a month worked since his last anniversary date of employment, but in no event more than 12/12ths. Employees who are terminated for theft or accessory thereof or do not provide two (2) weeks' notice will not receive payout of unused vacation time.

Section 5 - In case of the death of an employee, the full or pro-rated vacation pay shall be paid to the surviving spouse or, if there is none, to his estate.

Section 6 - Employees must submit at least two (2) weeks in advance a written request for use of vacation days, unless otherwise agreed to by the Company in writing. Approval for use of vacation days is to be given by the Company in writing.

ARTICLE X LEAVE OF ABSENCE

Section 1 - A reasonable leave of absence shall be given to employees without pay for any of the following reasons, after advanced written notice is provided to the employer and approved in writing by the employer.

- a) Personal illness
- b) Maternity leave
- c) Union activity, subject to the Union's needs upon written request
- d) Mutual consent of the parties
- e) Family Medical Leave Act

ARTICLE XI BULLETIN BOARD

Section 1 - The Employer shall furnish a bulletin board for the posting of union notices.

ARTICLE XII PROBATIONARY PERIOD

Section 1 - The probationary period shall be ninety (90) days from the date of employment for all new employees. During this period said probationary employee may be terminated for any reason without recourse by the Union.

Section 2 - The probationary period may be extended for a similar period by mutual agreement of the parties.

ARTICLE XIII REST PERIODS

Section 1 - There shall be one (1) fifteen (15) minute rest period each working day between the third (3rd) and fifth (5th) hour of work and one (1) thirty (30) minute meal period.

ARTICLE XIV UNION VISITATION

Section 1 - Representatives of the Union shall be permitted to visit the operation for a reasonable period of time for the purpose of meeting with the employees, which visit shall not be unreasonable or unduly interrupt the Employer's operation. In addition, all visits shall be subject to applicable security regulations.

ARTICLE XV
WORK CLOTHES & IDENTIFICATION MEDIA

Section 1 - Where employees are required by the Company to wear standard Company uniforms, such uniforms will be furnished by the Company and cleaned by the employee. The Company shall provide five (5) sets of uniforms per employee and one safety vest to be replaced as needed. All employees shall be provided with a winter coat and will be required to return the coat in good condition, minus normal wear and tear, at the end of the winter season. All employees will be provided raingear. Replacement pieces (other than for routine wear and tear) shall be paid for by the employee.

Section 2 - All employees shall be personally responsible for the loss, theft or cost of replacement of their lost or stolen SIDA badge and/or identification media.

ARTICLE XVI
HEALTH BENEFITS

Section 1 - The Employer hereby agrees that as long as this Collective Bargaining Agreement remains in full force and effect to provide satisfactory health coverage relative to and in accordance with the Affordable Care Act (Health Plan) of the United States of America.

Section 2 - The Employer agrees to make available to the Company Provided Health Plan any and all records of employees hired, classification of employees, names, social security numbers and account of wages paid, that the Health Plan may require in connection with the sound and efficient operation of providing benefits to or that may be required by the companies covering the employees.

Section 3 - If the Employer fails to make required payments to the Company Provided Health Plan, when due, in any court or arbitration proceeding the Employer shall be liable to the Company Provided Health Plan for unpaid contributions, interest, liquidated damages, reasonable attorney's fees and cost of the action, if a judgment in favor of the company is awarded. The interest rate to be applied for the collection of delinquent contributions shall be the prime rate of interest prevailing at the time of the delinquency, and liquidated damages shall be paid at the rate of five percent (5%) of the amount of the delinquency.

Section 4 - Notwithstanding anything herein to the contrary the Employer shall have the right to reopen the contract for the sole purpose of discussing the impact of any Federal or State Healthcare legislation that is applicable to it. Any "re-opening" of the Contract shall be limited to this Article, all other provisions of this Agreement shall remain in full force and will not be subject to renegotiation.

ARTICLE XVII
SAFETY AND HEALTH

Section 1 - The Employer shall keep all working areas in a safe and sanitary condition.

Section 2 - Precautions to secure the health and safety of employees shall at all times be taken by the Employer, including a supply of First Aid cabinets at convenient locations and containing such bandages, medicines and related equipment as may be necessary in an emergency.

Section 3 - It shall be the responsibility of the Employer to maintain all machinery and equipment in a safe and sanitary operating condition.

Section 4 - It shall be the responsibility of the Employee to wear and / or use issued and appropriate Personal Protective Equipment.

Section 5 - A Safety Committee shall be appointed in each shop consisted of not more than two (2) representing management and two (2) representing the employees, and this Committee shall decide questions of safety that may arise under this Article, subject to the grievance procedure.

Section 6 - It shall be the responsibility of the Employer where it has control of the temperatures, to maintain the proper temperatures for heating, cooling and ventilating at the Employer's locations.

ARTICLE XVIII STRIKES AND LOCKOUTS

Section 1 - The Union agrees that there shall be no strike, sympathy strike, work stoppage, slowdown or any similar form of interruption of work (hereinafter collectively referred to as a "strike"), or any threat thereof, for any reason whatsoever, during the entire term of this Agreement; provided, however, that neither the Union, nor its officers, agents or representatives, shall be liable for any activities of any person or any employees in violation of this clause, unless such activities have been authorized or ratified by the Union.

Section 2 - In the event of an unauthorized strike, the Employer shall send notice thereof to the Union by telegram, telecopier, messenger and/or overnight courier service (e.g., Federal Express). Immediately upon receipt of such notice, the Union shall endeavor in good faith to bring about a return to work of its members who have stopped work.

Section 3 - The Employer shall have, among other remedies, at its option, the right to obtain injunctive relief from one of the arbitrator(s) provided for herein, or from a court of competent jurisdiction against any such activities and the right to discipline or permanently discharge any and all employees who may participate in, engage in, or encourage any of the activities prohibited by this Article. The extent of the penalty determined by the Employer cannot be questioned, provided it is established that the disciplined employee did participate in a violation of this Article.

Section 4 - The Employer guarantees that there shall be no lockout during the term of this Agreement.

ARTICLE XIX MILITARY SERVICE

Section 1 - Any fulltime employee who is drafted for military service including Reserve and National Guard components shall upon completion of such service, be restored to the exact status in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Restoration will include any wage increase that they would have had if their employment had not been interrupted.

Section 2 - An employee who is a member of the National Guard or Reserve Component of the Armed Forces of the United States will be granted a leave of absence upon prior submission of written orders, when ordered to active duty for one (1) annual training, not to exceed fifteen (15) days, in a twelve (12) month period. They will be paid the difference, if any, between military pay and normal work schedule. A Military Pay Voucher must be submitted to the Company for calculation of any differential pay.

ARTICLE XX WAGES

Section 1 - The minimum wages and new hire wage rates to be paid by the Employer during the term of this Agreement shall be set forth in Schedule "A" which is attached hereto and made a part hereof. These wage rates are only minimums and the Employer has the right to pay above the minimums.

ARTICLE XXI
PRIOR BETTER BENEFITS

Section 1 - The Employer shall not enter into any individual agreements which would have the effect of diminishing any of the rights, privileges or benefits of the employees under this Agreement.

ARTICLE XXII
MODIFICATION

Section 1 - Neither the Employer, the Union or any employee or group of employees shall have the right to waive or modify any provision of this Agreement without the written authorization of the Union and the Employer.

ARTICLE XXIII
GRIEVANCE PROCEDURE

Section 1 - All complaints, disputes or questions as to the interpretation, application or performance of this Agreement shall be adjusted by direct negotiations between the Union and the Employer or their representatives. Should any dispute or grievance arise within thirty (30) days from the date the grievance occurred both parties shall endeavor to settle these in the simplest and most direct manner. The procedure shall be as follows (unless step or steps thereof are waived, combined or extended by mutual consent):

STEP 1 - The grievance shall be submitted to the aggrieved employee's General Manager by the employee's Shop Steward. If the Steward and the General Manager fail to settle the grievance within three (3) days (exclusive of Saturday, Sunday or Holiday), it may be submitted to Step 2.

STEP 2 - There shall be established, under this Agreement, a "Field Board" which shall have scheduled meetings at those times the Board determines appropriate for the purpose of considered Grievances or other complaints or problems which arise from time to time. Grievances which are not satisfactorily settled under the above paragraphs must be submitted to the Field Board within fifteen (15) days after the Employer's answer. The limits may be waived by mutual agreement. Decision of the Field Board shall be final.

The Field Board shall have jurisdiction only over disputes between the Company and the Union or any employee or employees governed by this Agreement growing out of grievances involving interpretation or application of this Agreement. The Board shall have no jurisdiction whatsoever to amend, modify or change this Agreement. The authority of the Board shall be limited to disputes that may arise over alleged violations of the provisions of this Agreement.

The Field Board shall be composed of two (2) members: one (1) selected by the Company, and one (1) selected by the Union.

Upon failure of the Board to agree upon a finding or decision because of the inability to secure a majority vote, the party who submitted the petition under Paragraph 1 of this Article may elect in writing:

- a. To withdraw the petition, or
- b. To appeal the case to arbitration.

STEP 3 - If the dispute or difference is not settled in the second step above, either party may request that the matter be referred to arbitration, if this request is made within ten (10) days after the reply was given in the second step.

- The Arbitrator or Arbitration Board shall consist of one (1) member to be selected from a panel of Arbitrators consisting of those on the National Academy of Arbitrators Membership list. The parties shall equally divide the cost of the Arbitrator's services.
- The decision of the Arbitration shall be final and binding on the parties, except that neither the Arbitration nor the Arbitrator shall have the authority to amend, modify, or change the Agreement. The Arbitrator shall retain jurisdiction over the issue before the Arbitrator for a period of one hundred eighty (180) days to review and manage any disputes that may arise from the implementation of the Arbitrator's final decision.

ARTICLE XXIV **LIQUIDATION**

Section 1 - The Employer retains the full right to liquidate its business at any time upon giving forty-five (45) days' notice to that effect to the Union by registered mail, where practical. Upon the termination of such notice period, the Employer shall continue to employ the Union members under the same terms and conditions herein provided only to the extent that he shall require employees during the period of liquidation of his business and this Agreement shall be automatically terminated as to such liquidating Employer upon the final completion of liquidation.

ARTICLE XXV **SEPARABILITY**

Section 1 - In the event that any provision or compliance by the Employer or the Union with any provision of this Agreement shall constitute a violation of any law, then and in such event, such provision to the extent only that it is so in violation, shall be deemed ineffective and unforeseeable, and shall be deemed separable from the remaining provisions of this Agreement which remaining provisions shall be binding on the parties and shall not be affected.

ARTICLE XXVI **SUCCESSORS AND ASSIGNS**

Section 1 - This Agreement shall be binding upon the successors and assigns of the parties hereto. It shall be the obligation of the employer to notify any successor or assign to provide the Union with a written acknowledgment recognizing the Union as the continuing bargaining representative hereunder.

ARTICLE XXVII **MANAGEMENT RIGHTS**

Section 1 - It is recognized and agreed that in addition to other functions and responsibilities which are not otherwise specifically mentioned in this paragraph the Employer has and will retain the sole right and responsibility to direct the operations of the business; and in this connection to determine the number and location of its place or places of business, the type of work to be performed, the schedules of work, shift schedules and hours of work, the methods, processes and means of performing the work; to select, hire and demote employees for just cause; and to make and enforce rules and regulations for working, discipline, efficiency and safety. It shall also have the right and responsibility to discharge and otherwise discipline any employee for just cause, to lay off employees because of lack of work or other cause and to transfer and promote employees. These rights shall apply except as otherwise specifically abridged or modified by the express provisions of this Agreement.

ARTICLE XXVIII
TERM

Section 1 - This Agreement shall become effective as of the 1st day of June 2022 and shall continue thereafter, until and including May 31st 2027 (a five year contract) and shall continue thereafter from year to year unless either party shall give the other notice or intention to terminate or modify this Agreement by written notice given not less than sixty (60) days prior to such expiration date.

IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first written above.

BY: 
Local 504
Transport Workers Union

BY: 
Airway Cleaners LLC

DATE: 10-19-2022

DATE: 10/20/2022

SCHEDULE A
Airway Cleaner's LLC Wage Schedule
JFK International Airport
KAAMCO Interline Baggage Delivery Agents

All employees upon ratification of this agreement shall receive \$0.85 over the Port Authority mandated minimum wage effective June 1st, 2022. Each year that the Port Authority issues a wage mandate, expected on or around October of each year, the wages shall be \$0.85 above the minimum mandated wage. The minimum wage for years 2024, 2025 and 2026 have yet to be issued. If the Port Authority continues to set a mandated minimum wage for either or all of those year's the wages shall be \$0.85 over that wage. Should the Port Authority abandon setting the minimum wage for those years the Union and the Company shall sit down and negotiate the wages for the year/s where no mandate exists.

YEAR	10/2022	10/2023	10/2024	10/2025	10/2026
WAGE	\$18.85	\$19.85	Pending	Pending	Pending