**COLLECTIVE BARGAINING AGREEMENT**

**Featured Collective Bargaining Agreements**

By and Between  
  
AIR METHODS CORPORATION  
  
and  
  
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 109  
  
  
Term:  
  
January 1, 2006 through April 30, 2009  
  
  
  
Note: In the event this offer is rejected by vote of the membership, the  
Company reserves the right to withdraw the offer in whole or in part.  
  
AIR METHODS CORP. and COLLECTIVE BARGAINING AGREEMENT OPEIU 2006-2009 - --------------------------------------------------------------------------------   
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PARTIES TO AGREEMENT  
  
  
This Agreement is entered into between AIR METHODS CORPORATION, hereinafter called the "Company," and the OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, and its LOCAL 109 hereinafter jointly called the "Union" or the "OPEIU."  
  
  
ARTICLE 1  
PURPOSE OF AGREEMENT  
--------------------  
  
SECTION 1.1 - ------------  
  
The purpose of this Agreement is, in the mutual interest of the Company and  
its Pilots, to provide for the operation of the services of the Company  
under methods which will further, to the fullest extent possible, the  
safety of air transportation and the efficiency of operation.  
  
SECTION 1.2 - ------------  
  
No Pilot covered by this Agreement will be interfered with, restrained,  
coerced or discriminated against by the Company or the Union, its officers,  
or its agents because of membership or non-membership in the Union, or any  
lawful activity under the Railway Labor Act not in violation of this  
agreement.  
  
SECTION 1.3 - ------------  
  
It is understood, whenever in this Agreement, Pilots or jobs are referred  
to in the male gender, it shall be recognized as referring to both male and  
female Pilots.  
  
  
ARTICLE 2  
RECOGNITION  
-----------  
  
SECTION 2.1 - ------------  
  
This Agreement is made and entered into in accordance with the provisions  
of Title II of the Railway Labor Act, as amended, by and between Air  
Methods Corporation (the "Company") and the Office and Professional  
Employees International Union (the "Union") representing employees composed  
of the craft and class of Flight Deck Crew Members (hereafter called  
"Pilots") as certified by the National Mediation Board in Case Number  
R-6949, September 16, 2003.  
  
  
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The Company hereby recognizes the Union as the sole collective bargaining  
agent and authorized representative for those employees described in  
Section 1 above, to represent them and, on their behalf, to negotiate and  
conclude agreements with the Company as to hours of work, wages, and other  
conditions of employment in accordance with the provisions of the Railway  
Labor Act, as amended. This Collective Bargaining Agreement and any formal  
letters of agreement between the Company and the Union may be collectively  
referred to as the "Agreement."  
  
SECTION 2.2 - ------------  
  
This Agreement covers all revenue flying performed by the Company with  
Pilots on its payroll. All revenue flying covered by this Agreement shall  
be performed by Pilots whose names appear on the Air Methods Corporation  
Pilot's System Seniority List.  
  
SECTION 2.3 - ------------  
  
In the event the Company sells all or part of its helicopter operations to  
another carrier during the term of this Agreement, in advance of such sale,  
the Company shall give notice of the existence of this Agreement to such  
successor carrier and shall make reasonable effort to persuade such  
successor carrier to agree to the continuation of the terms set forth in  
this Agreement. In the event the Successor Carrier does not adopt the terms  
of this Agreement the Company shall not be liable for any differences (in  
hours, wages, benefits, or all other working conditions) after the  
effective date of the change of ownership.  
  
SECTION 2.4 - ------------  
  
In the event the Company acquires all or substantially all of the assets or  
equity of another carrier, or another air carrier acquires all or  
substantially all of the assets or equity of the Company, the Company will  
meet promptly with the Union to negotiate a possible "Fence Agreement" to  
be in effect during the period, if any, the two carriers are operated  
separately without integration of the Pilot work force. These discussions  
shall not be pursuant to Section 6 of the Railway Labor Act, and reaching  
an agreement with the Union shall not be a prerequisite for closing, or any  
other aspect of the transaction or operations pursuant to the transaction.  
  
  
ARTICLE 3  
AGENCY SHOP & DUES CHECK OFF  
----------------------------  
  
SECTION 3.1 - ------------  
  
Membership in the Union is not compulsory. Pilots have a right to join, not  
join, maintain, or drop their membership in the Union as they see fit.  
Neither party shall exert any pressure on or discriminate against any Pilot  
as regards such matters.  
  
SECTION 3.2 - ------------  
  
Each Pilot covered by this Agreement who was hired prior to or after the  
execution of this Agreement shall become a member or an agency fee payer  
within sixty (60) days  
  
  
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after his/her date of hire or the effective date of this agreement and  
shall be required as a condition of continued employment by the Company to  
pay an equivalent agency fee, so long as this agreement remains in effect.  
The agency fee referred to in this Section shall be equal to the Union's  
regular and usual initiation fee and its regular, uniform and usual monthly  
dues. Notwithstanding the foregoing, nothing herein shall be construed to  
be in violation of or in conflict with the provisions of the Railway Labor  
Act.  
  
SECTION 3.3 - ------------  
  
During the life of this Agreement, the Company agrees that upon receipt of  
a properly executed Authorization of Payroll Deductions, voluntarily  
executed by a Pilot, it will make bi-weekly deductions from the Pilot's  
earnings after other deductions authorized by the Pilot or are required by  
law have been made, to cover this current standard bi-weekly assessments  
and/or initiation fees or agency fees uniformly levied in accordance with  
the Constitution and bylaws of the Union as set forth in the Railway Labor  
Act.  
  
Any authorizations for payroll deductions under this Article shall be  
effective the first day of the month following its receipt by the Payroll  
Department and shall apply to the next paycheck for which dues deduction or  
agency fees is made.  
  
SECTION 3.4 - ------------  
  
The Company remittance to the union will be accompanied by a list of the  
Pilots names and employee numbers of the Pilots for who the deductions have  
been made in that particular month and the individual amounts deducted.  
Deductions shall be remitted to the designated Financial Officer of the  
Union not later than ten (10) days after the deductions are made.  
  
SECTION 3.5 - ------------  
  
Collection of dues or agency fees not deducted because of insufficient  
current earnings missed because of clerical error or inadvertent error in  
the accounting procedures, agency fees missed due to delay in receipt of  
the Authorization for Payroll Deductions, shall be the responsibility of  
the Union and shall not be the subject of payroll deductions from  
subsequent paychecks, and the Company shall not be responsible in any way  
for such missed collections. It shall be the Union's responsibility to  
verify apparent errors with the individual Pilot prior to contacting the  
Payroll Department. The total or balance of unpaid dues, assessments and/or  
initiation fees or agency fees due and owed the Union at the time a Pilot  
terminates his employment shall be deducted from the final paycheck in  
accordance with applicable law.  
  
SECTION 3.6 - ------------  
  
An Authorization for Payroll Deduction under this Article shall be  
irrevocable for the term of this Agreement or for a period of one (1) year  
from the date the Authorization is first executed, whichever occurs sooner.  
Revocation shall become effective when the Pilot serves written notice on  
the Payroll Department to revoke such Authorization for payroll deductions.  
An Authorization for Payroll Deduction shall automatically be revoked if:  
  
  
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A. The Pilot transfers to a position with the Company not covered by the  
Agreement;  
B. The Pilot's service with the Company is terminated;  
C. The Pilot is furloughed; or  
D. The Pilot is on an authorized leave of absence.  
  
SECTION 3.7 - ------------  
  
Upon written demand from the Union, the Company shall terminate any  
employee within the bargaining unit who fails to tender the sum due the  
Union under Section Two of the Article within thirty (30) days from the  
date such sum is due provided the Union informs the Company and the  
employee in writing and allows him/her an additional fifteen (15) days  
after the 30th day of delinquency. If the employee fails to resolve his/her  
dues delinquency with the Union during this fifteen (15) day period and  
after notification to the Company by the Union, the Company will terminate  
the employee effective the end of that payroll period.  
  
SECTION 3.8 - ------------  
  
Any dispute between the Company and the Union arising out of the  
interpretation or application of this Article, when reduced to writing as a  
grievance, shall be subject to the Grievance Procedure by initially  
referring the grievance to Step Three. The grievance thereafter may be  
processed in accordance with the provisions of Articles 6 and 7 in this  
Agreement.  
  
SECTION 3.9 - ------------  
  
The Union agrees to hold the Company harmless and to indemnify the Company  
against any suits, claims, liabilities, and reasonable and customary  
attorney's fees which arise out of or by reason of any action taken by the  
Company under the terms of this Article.  
  
SECTION 3.10 - -------------  
  
It is further agreed between the parties that the Union shall notify each  
Pilot of their Beck rights as provided by law.  
  
  
ARTICLE 4  
MANAGEMENT RIGHTS  
-----------------  
  
SECTION 4.1 - ------------  
  
The Union recognizes that the Management of the business of the Company and  
the direction of the working force are vested exclusively with the Company,  
subject to the expressed provisions of this Agreement.  
  
SECTION 4.2 - ------------  
  
Except as restricted by an express provision of this Agreement, the Company  
shall retain all rights to manage and operate its business and work force,  
including but not limited to the right to sell, or discontinue or diminish  
in whole or part to determine where  
  
  
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and when to operate scheduled or unscheduled flights; to determine its  
marketing methods and strategies; and to determine the type of aircraft it  
will utilize to negotiate customer contracts consistent with their  
requirement, to determine the number of workover hours to be worked, the  
qualifications of Pilots it may employ and to adopt, modify and rescind  
reasonable work and safety rules.  
  
SECTION 4.3 - ------------  
  
The exercise of any right reserved herein to manage in a particular manner,  
or the non-exercise of such right, shall not operate as a waiver of the  
Company's rights hereunder, or preclude the Company from exercising the  
right in a different manner or at a future date.  
  
SECTION 4.4 - ------------  
  
It is further agreed that the rights specified herein may not be impaired  
by an arbitrator or arbitration even though the parties may agree to  
arbitrate the issue involved in a specific manner as provided in the  
grievance and arbitration procedure set forth elsewhere in this Agreement.  
  
SECTION 5. - -----------  
  
Under any contract of services or joint venture agreement/arrangement where  
the Company's Operating Certificates are utilized the flight deck crew  
members will be covered by this contract.  
  
  
ARTICLE 5  
NON DISCRIMINATION  
------------------  
  
There shall be no discrimination by the Company or the Union in the  
application of the terms of this Agreement because of race, color,  
religion, national origin, age, sex or handicap. The Company and the Union  
will comply with applicable laws prohibiting discrimination.  
  
  
ARTICLE 6  
GRIEVANCE PROCEDURE  
-------------------  
  
SECTION 6.1 - ------------  
  
Disputes relating to the interpretation or application of the specific  
provisions of this Agreement may be the subject of a grievance. Any such  
grievance shall be processed in the following manner:  
  
Step 1. The Pilot shall first attempt to resolve the grievance with his  
immediate supervisor within seven (7) calendar days from the date  
of the occurrence of the event giving rise to the grievance, or  
within seven (7) calendar days of the date the Pilot knew or  
should have known of such event. The supervisor shall  
  
  
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give his answer within seven (7) calendar days from that date,  
after receiving permission to resolve said grievance from either  
the applicable Operations Manager, Program Director or Designee.  
  
Step 2. If the grievance is not resolved at Step 1 to the satisfaction of  
the grievant, the grievance shall be reduced to writing and  
presented to the designated representative of the Company within  
seven (7) calendar days after the receipt of the immediate  
supervisor's answer. The written grievance must state the nature  
of the grievance, the circumstances out of which it arose, the  
remedy or correction requested and the specific provisions of the  
Agreement alleged to have been violated. The Company  
representative will give his answer to the grievant in writing  
with a copy to the Union within seven (7) calendar days after the  
receipt of the grievance.  
  
Step 3. In the event the decision by the Company representative is  
unacceptable to the aggrieved employee or union, it may be  
appealed in writing to the designated representative of the  
Company within seven (7) calendar days of the receipt of the  
decision. The appeal must include a statement of the reasons the  
grievant believes the decision was erroneous. The Company's  
representative shall render a decision on the appeal in writing  
within seven (7) calendar days of receipt of the appeal. In the  
event the decision at Step 3 is unacceptable to the grievant, the  
Union may appeal to the System Board of Adjustment in accordance  
with Article 7 of this agreement.  
  
SECTION 6.2 - ------------  
  
In the event a non-probationary Pilot who has been discharged wishes to  
grieve such discharge, the grievance must be presented at Step 2 within  
seven (7) calendar days after the termination.  
  
SECTION 6.3 - ------------  
  
All provisions of this Article shall apply to Union grievances except such  
grievances shall be presented to the designated Company representative at  
Step 2.  
  
Any grievance not presented and processed in the manner, and within the  
time limits set forth above, shall be waived and deemed null and void  
provided, however, at any time in advance of the expiration of such time  
limit the parties may agree, by mutual written consent, to extend any time  
limit for a specified period of time. Compliance with all time limits  
specified in this Article shall be determined by the date of mailing as  
established by postmark.  
  
SECTION 6.4 - ------------  
  
No grievance, the basis for which occurred prior to the execution of this  
Agreement, shall be considered.  
  
  
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SECTION 6.5 - ------------  
  
The Company and the Union agree to furnish to the other party the names of  
their designated representatives charged with administration of the  
grievance procedure within thirty (30) calendar days after the execution of  
this Agreement. Any changes in these representatives shall be furnished to  
the other party in writing.  
  
SECTION 6.6 - ------------  
  
The Union and the Company may, by mutual agreement in writing, elect to  
bypass any or all steps in this Article and proceed to the System Board of  
Adjustment in accordance with Article 7 of this Agreement.  
  
SECTION 6.7 - ------------  
  
All grievances resolved at any step of the grievance procedure prior to the  
Systems Board of Adjustment shall be on a non-precedent basis unless  
mutually agreed otherwise.  
  
SECTION 6.8 - ------------  
  
If a grievant is exonerated, his personnel file shall be cleared of all  
references to the incident in question, consistent with applicable Federal  
regulations and may not be used in future disciplinary actions against the  
Pilot. A grievant that is cleared of all charges shall be made whole in  
every respect.  
  
  
ARTICLE 7  
SYSTEM BOARD OF ADJUSTMENT  
--------------------------  
  
SECTION 7.1 - ------------  
  
In compliance with Section 204, Title II of the Railway Labor Act, as  
amended, this Agreement establishes a System Board of Adjustment, which  
shall be called the Air Methods Pilots' System Board of Adjustment,  
hereinafter called "the Board."  
  
SECTION 7.2 - ------------  
  
The Board has jurisdiction over timely filed and appropriately processed  
grievances arising out of the interpretation and application of the  
specific provisions of this Agreement relating to rates of pay, rules,  
working conditions, discipline and discharge. The procedures set forth in  
this Article are the exclusive and mandatory forum for all such disputes.  
  
SECTION 7.3 - ------------  
  
The Board does not have jurisdiction over any dispute unless all of the  
procedures required by the Grievance Procedure provided for in this  
Agreement have been timely  
  
  
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and completely exhausted in the dispute, and the dispute has been properly  
submitted to the Board pursuant to the provisions of this Article.  
  
SECTION 7.4 - ------------  
  
Neither the Systems Board or Arbitrator shall have any jurisdiction to  
modify, add to or otherwise alter or amend any of the terms of this  
Agreement or to make any decision that has such an effect.  
  
SECTION 7.5 - ------------  
  
The Board shall consist of four members, two of whom shall be selected and  
appointed by the Company and two of whom shall be selected and appointed by  
the President of the Local Union. A Board member appointed by the Union  
shall serve as chairman and a Board member appointed by the Company shall  
serve as vice-chairman in even years, and a Board member appointed by the  
Company shall serve as chairman and a Board member appointed by the Union  
shall serve as vice-chairman in odd years. The vice-chairman shall act as  
chairman in his absence.  
  
Each Board member has a vote in connection with all actions taken by the  
Board. In the event the four Board members cannot reach a decision with  
respect to a particular dispute, the Board will select a neutral member who  
will decide the dispute. In the event the Board cannot agree on a neutral  
member, within seven (7) calendar days thereafter either party may request  
that the American Arbitration Association (AAA) submit a list of seven (7)  
arbitrators, all of whom are members of the National Academy of  
Arbitrators. The Arbitrators shall be selected in accordance to the rules  
of AAA. The Board hearing before the third party neutral member shall be  
conducted in accordance with the AAA rules.  
  
SECTION 7.6 - ------------  
  
The Board will meet quarterly in a location determined by mutual agreement,  
provided that at such time there are cases on file with the Board for its  
consideration.  
  
SECTION 7.7 - ------------  
  
Any expenses incurred by Board members appointed by one of the parties to  
this Agreement will be paid by that party. The fees and expenses of any  
neutral member of the Board shall be borne equally by the Company and the  
Union.  
  
SECTION 7.8 - ------------  
  
Disputes may only be submitted to the Board by the President of the Local  
Union or a duly designated officer of the Union or the Company's Vice  
President of Human Resources.  
  
  
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SECTION 7.9 - ------------  
  
Decisions by the Board are final and binding on the Company, the Union and  
the affected Pilots, provided they conform to Section 7.4 above.  
  
SECTION 7.10 - -------------  
  
The party appealing a final decision under the Grievance Procedure in this  
Agreement shall submit the dispute for consideration by the Board within  
fourteen (14) calendar days of that decision, including all papers and  
exhibits, and a list of potential witnesses known to the appealing party at  
that time shall be submitted by each party seven (7) days prior to a  
scheduled Board of Adjustment. Neither party will intimidate or coerce any  
witness so identified. If the appeal is not made within this fourteen (14)  
day period, the Board does not have jurisdiction over the dispute.  
  
SECTION 7.11 - -------------  
  
All disputes referred to the Board shall be sent to the Vice President of  
Human Resources for the Company and his/her office shall assign a docket  
number according to the order in which the dispute is received. However,  
grievances involving suspension or discharge shall be given preference for  
disposition.  
  
SECTION 7.12 - -------------  
  
The appealing party will ensure that a copy of the petition is served on  
the members of the Board. Each case submitted to the Board must state:  
  
A. The question or questions at issue;  
B. a statement of the facts with supporting documents;  
C. a reference to the applicable provisions of the Agreement alleged to  
have been breached;  
D. the position of the aggrieved party; and  
E. the remedy requested.  
  
SECTION 7.13 - -------------  
  
Decisions by the Board shall be rendered no later than thirty (30) calendar  
days after the close of the hearing or receipt of post-hearing briefs.  
  
SECTION 7.14 - -------------  
  
The Company and the Union shall, in good faith, attempt to make a joint  
submission of their dispute to the Board. If the parties are unable to  
agree on a joint submission, the appealing party shall file a submission  
with the Board containing all of the information described in Article 6,  
Section 1, and the responding party may do the same. Any party filing a  
submission with the Board pursuant to this Article shall serve a copy of  
its submission with the other party.  
  
  
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SECTION 7.15 - -------------  
  
The parties agree that each Board member is free to discharge his duties in  
an independent manner without fear of retaliation from the Company or the  
Union because of any action taken by him in good faith in his capacity as a  
Board member.  
  
  
ARTICLE 8  
NO STRIKE/NO LOCKOUT  
--------------------  
  
SECTION 8.1 - ------------  
  
Neither the Union or any of its agents (stewards) nor any of its members  
will collectively, concertedly, or in any manner engage in a strike,  
sick-out, boycott, sympathy strike, slow down or work stoppage of any kind  
during the term of this Agreement. During the term of this Agreement, the  
Company agrees not to lock out any of the employees covered by this  
Agreement. It is further understood that the duly-authorized  
representatives of the Union shall use their best efforts on behalf of the  
Union to actively encourage the employees engaging in a violation of this  
Section to cease such conduct. If the Company knows one of its Customers  
will have a primary picket line, the Company will notify the Pilot before  
dispatching the Pilot to the location. A Pilot may refuse to take an  
assignment to cross a picket line if he has reasonable safety concerns  
based on verifiable incidents of picket line misconduct at the site. In  
such cases, the Company reserves the right to meet Customer needs however  
it deems appropriate.  
  
SECTION 8.2 - ------------  
  
Employees found to be in violation of the terms of this Section shall be  
subject to discharge. Such discharge shall not be subjected to the  
grievance procedure and System Board of Adjustment provisions of this  
agreement, except as to the question of whether the Pilot engaged in such a  
violation.  
  
  
ARTICLE 9  
DISCIPLINE AND DISCHARGE  
------------------------  
  
SECTION 9.1 - ------------  
  
Pilots may be subject to disciplinary action, up to and including discharge  
for just cause including violation or infraction of company rules or  
policies, or for violating this Agreement. The Company will continue to use  
a system of progressive discipline. The Company may suspend a Pilot with  
pay prior to notifying him of the nature of the charge against him. Within  
seven (7) calendar days of the date of suspension the Company will inform  
the Pilot in writing, with a copy to the Union, of the nature of the charge  
and its decision on the type of discipline that should be imposed.  
  
  
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SECTION 9.2 - ------------  
  
In a case where a Pilot is called into a meeting where as a result  
disciplinary action could be taken against him, the Pilot may request to be  
accompanied by his Steward, and such a request will be granted by the  
Company. Request for a steward or alternate shall be honored if they are  
available within a reasonable time not to exceed forty-eight (48) hours,  
provided the Company incurs no workover or travel costs whatsoever. If a  
Pilot at the base, while on duty, is selected to attend such meeting as a  
representative of the Pilot being investigated, he shall suffer no loss in  
pay. If called to take a mission, the Pilot and the one being investigated  
shall reschedule said meeting at the earliest possible time. The parties  
agree that there shall be no delay in the duty Pilot taking the mission.  
  
SECTION 9.3 - ------------  
  
Upon his request, a Pilot's personnel file shall be open for his inspection  
during normal office hours in the presence of a Company representative,  
upon reasonable notice. Nothing of a derogatory nature will be placed in a  
Pilot's file unless a copy is sent to the Pilot. Upon receipt of such  
report, the Pilot shall have the option of responding by returning his  
explanation or comments to be included with the report in his file or by  
challenging the accuracy of the report. If the Company determines the  
challenge to be justified, the report will be removed from the Pilot's file  
and destroyed. If the Company determines otherwise, it shall notify the  
Pilot he may then appeal this decision through the normal grievance  
procedure.  
  
SECTION 9.4 - ------------  
  
Customer complaints or correspondence of a derogatory nature shall not  
serve as the basis for discipline after twelve (12) months from the date of  
issuance unless within the twelve (12) month period there has been a  
recurrence of the same or similar nature.  
  
SECTION 9.5 - ------------  
  
Disciplinary records involving safety matters shall not serve as a basis  
for any disciplinary action after five (5) years from the date of issuance.  
  
SECTION 9.6 - ------------  
  
A Pilot may be immediately removed from the payroll and suspended or  
discharged without pay if he violates the FAA Drug/Alcohol policy or  
commits other acts of serious misconduct.  
  
SECTION 9.7 - ------------  
  
In the event the Pilot feels he has been unjustly disciplined or  
discharged, the Pilot or Union may appeal in writing the Company's decision  
to the Company designee within seven (7) calendar days of the adverse  
action against the Pilot. Such appeal will be taken at Step 2 of the  
grievance procedure and must set forth the facts giving rise to the appeal  
and state the remedy or relief requested.  
  
  
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SECTION 9.8 - ------------  
  
The parties recognize that flight safety is paramount to the well-being of  
the business, patients and employees. The Pilots acknowledge it is  
essential to abide by all applicable FAR's. The parties further agree that  
neither will rely upon any discipline administered prior to the execution  
of this agreement.  
  
  
ARTICLE 10  
UNION REPRESENTATION  
--------------------  
  
SECTION 10.1 - -------------  
  
In the event it is necessary for a Union representative to enter the  
premises owned or leased by the Company to discuss the application of this  
Agreement, the Union representative shall notify the manager for the  
particular location, and they shall arrange a mutually satisfactory time,  
date and place for the visit within a five (5) day period thereafter. The  
Union representative shall not take any action that would interrupt or in  
any way interfere with the Company's operations or the job duties of any  
employee. Such visits shall comply with customer or base entrance  
requirements.  
  
SECTION 10.2 - -------------  
  
The Company will not be obligated to deal with any Union representative who  
has not been designated in writing to be an authorized representative of  
the Union.  
  
SECTION 10.3 - -------------  
  
The Union may elect or appoint Pilots to be primary job steward(s) and  
alternate(s) to conduct Union business and shall notify the Company, in  
writing, of their election, appointment or removal. Pilots who have been  
designated as primary stewards (and the alternate steward in the absence of  
the primary steward) shall be granted reasonable time to investigate,  
present and process grievances during their normal duty hours without loss  
of pay, provided it does not cause a delay in meeting mission requirements.  
Stewards or alternates who serve their fellow Pilots shall be considered  
Union representatives.  
  
SECTION 10.4 - -------------  
  
The Company and the Union desire that complaints and grievances shall be  
settled whenever possible with supervisors at the location where the  
complaint or grievance originates. It is understood and agreed that a  
steward's activities shall fall within the scope of the following  
functions:  
  
A. To consult with a Pilot(s) regarding a presentation of a complaint or  
grievance that the Pilot(s) desires to present. Stewards shall be  
permitted to present grievances to management and attempt to resolve  
any grievance.  
  
  
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B. To present a grievance or complaint to a Pilot's immediate supervisor  
in an attempt to settle the matter. Stewards shall be granted the  
right to consult with Pilots at their base for the purpose of  
enforcing the provisions of this agreement.  
  
C. To investigate a complaint or grievance as defined in the grievance  
Procedure.  
  
SECTION 10.5 - -------------  
  
The Company and the Union agree that a minimum amount of time shall be  
spent in the performance of steward duties.  
  
  
ARTICLE 11  
SENIORITY LIST  
--------------  
  
SECTION 11.1 - -------------  
  
The Air Methods Corporation Pilot System Seniority List shall consist of  
the seniority number, name, and seniority date of all Pilots covered by  
this Agreement. The Company will post the seniority list on its web page.  
Thereafter Pilots may post the seniority list on the bulletin boards, where  
permitted, and/or in the Union information book. Copies of the seniority  
list will be furnished to the Union.  
  
SECTION 11.2 - -------------  
  
When two or more Pilots are employed on the same date, they shall be placed  
on the seniority list according to the last four digits in their social  
security number. The Pilot with the lowest last four digits will be awarded  
the most senior position.  
  
A. In the event more than one Pilot is hired from a newly acquired  
contract such Pilots shall be placed at the bottom of the seniority  
list in order of their time in service with the previous company.  
  
SECTION 11.3 - -------------  
  
The Company agrees to update the seniority list each six (6) months,  
beginning with the effective date of this Agreement with a copy to the  
Union. A Pilot shall have a period of thirty (30) days after the posting of  
the seniority list to protest to the Company any omission or incorrect  
posting affecting his seniority. Pilots on vacation, leave of absence, or  
furlough shall be permitted thirty (30) days after their return to duty to  
make any protest concerning his seniority. Once the thirty (30) day period  
has expired without a protest, the posting will be considered correct and  
shall not be subject to further protest, unless the omission or incorrect  
posting was the result of a clerical error on the part of the Company.  
  
  
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ARTICLE 12  
SENIORITY  
---------  
  
SECTION 12.1 - -------------  
  
Seniority of a new hire Pilot shall begin on the date the Pilot is entered  
on the Company's payroll.  
  
A. It is understood and agreed Pilots who are employed by AMC at the time  
of this Agreement shall be placed on the Company seniority list using  
their original date of hire with AMC or, if applicable, their original  
date of hire from a previously acquired Company.  
  
B. In the event of future acquisitions or mergers, the Company will meet  
promptly with the Union for the purpose of integrating the Pilot  
groups.  
  
SECTION 12.2 - -------------  
  
There shall be two (2) types of seniority, Company seniority and Bidding  
seniority.  
  
A. Company Seniority - Company Seniority shall be defined as a Pilot's  
------------------  
length of service with the Company or present customer, regardless of  
location, and except as provided for elsewhere in this agreement,  
shall govern pay rates, and accrual or granting of paid days off  
pursuant to Vacation - Article 27 of this Agreement. Company Seniority  
shall be adjusted for leaves of absence as provided for in Leaves of  
Absence - Article 23 of this Agreement.  
  
B. Bidding Seniority - Bidding Seniority shall be defined as a Pilot's  
------------------  
length of uninterrupted Pilot service with the Company less all time  
spent outside of the bargaining unit as defined in Section 12.3 of  
this Article. Bidding Seniority shall govern all Pilots covered by  
this Agreement in bidding for job assignments and vacancies as  
provided for in this Agreement.  
  
SECTION 12.3 - -------------  
  
A Pilot who is promoted to a non-flying or supervisory position shall stop  
accruing bidding seniority, unless they return to flying duties within  
twelve (12) calendar months. Such Pilot shall continue to accrue Company  
Seniority and retain his Bidding Seniority.  
  
If said Pilot returns to flying duty, it shall be in accordance with his  
Bidding seniority. In the event there is no vacancy, he shall be assigned  
to other duties if they exist and such Pilot chooses to accept them, or  
placed on layoff status until a bid opportunity becomes available and the  
Pilot is awarded the job. If a Pilot is terminated while in a supervisory  
or non-flying position, such Pilot shall have no rights under this  
Agreement.  
  
  
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SECTION 12.4 - -------------  
  
A Pilot's seniority shall be nullified and his/her employment shall be  
terminated if any of the following occur:  
  
A. Resignation or retirement;  
  
B. Discharge for cause;  
  
C. Failure to inform the designated Company representative in person or  
by certified mail of his intention to return to work as provided for  
in the Reductions in Workforce - Section 13.5 (A);  
  
D. Failure to return to work on or before a date specified in the notice  
of recall from the designated Company representative after a layoff as  
provided for in the Reductions in Workforce - Section 13.5 (B);  
  
E. A Pilot's seniority and recall rights shall terminate after being on  
furlough for a period of three (3) calendar years.  
  
SECTION 12.5 - -------------  
  
Disputes arising over seniority shall be handled in accordance with  
Grievance Procedure and System Board of Adjustment outlined in this  
agreement.  
  
  
ARTICLE 13  
REDUCTIONS IN WORKFORCE  
-----------------------  
  
SECTION 13.1 - -------------  
  
If there is a loss of a contract, base closure, or other reduction in the  
workforce, a Pilot's seniority, pursuant to Seniority - Article 12 of this  
Agreement, shall govern the layoff. Pilots with the least seniority shall  
be laid off first. The Company shall give at least fourteen (14) days  
notice of an impending layoff unless prevented from doing so due to causes  
beyond its control, or two (2) weeks pay in lieu thereof.  
  
SECTION 13.2 - -------------  
  
Pilots will be recalled from furlough in seniority order, with the most  
senior laid-off Pilot being recalled first. At the point of being placed on  
furlough status the Pilot shall avail himself of all available job postings  
on the Company web site. The Pilot shall bid on the postings and indicate  
his order of preference. Provided the Pilot possesses the requisite  
credentials he shall be offered the positions in order of his preference  
before the position is filled by outside applicants. The Company shall not  
be permitted to hire a new Pilot until all furloughed qualified Pilots are  
recalled.  
  
SECTION 13.3 - -------------  
  
Pilots shall continue to accrue Bidding Seniority and Company Seniority  
while on furlough.  
  
  
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SECTION 13.4 - -------------  
  
Laid off Pilots are required to file their proper mailing address, email  
address, and telephone number(s) with the Human Resources Department at the  
time of the layoff and will promptly notify the Company of any address  
changes. Failure to do so will forfeit that Pilots' rights under this  
Article.  
  
SECTION 13.5 - -------------  
  
In the event no positions are available laid off Pilots shall be notified  
of a recall in order of their seniority by e-mail with confirmed response,  
telephone or certified mail to the most recent telephone number and address  
provided by the Pilot. Notification by telephone must be accomplished by  
positive telephone contact with the Pilot and the call must be followed up  
with official notification by certified mail. The date of recall  
notification shall be the earlier of the date on which telephone contact  
was made or the recall letter was mailed. Notices sent to the last address  
of record shall be considered conclusive evidence of notice to that Pilot.  
  
A. Each Pilot accepting recall shall answer his recall notice no later  
than three (3) business days after receipt of such notice in e-mail  
with confirmed response, telephone, or by certified mail.  
  
B. A laid off Pilot will not be allowed more than twenty one (21)  
calendar days after the date of recall notification to report to duty  
from layoff.  
  
C. Pilots who fail to respond to a recall notice within the time limits  
set forth above, Pilots who refuse recall, or Pilots who reject a  
recall notice shall forfeit all recall rights and have their name  
removed from the seniority list.  
  
D. The offer of recall shall be made in order of seniority status from  
the furloughed Pilots. However, if the senior furloughed Pilot  
declines on the offer of recall it shall be made in descending order  
to the remaining furloughed Pilots with the understanding that the  
junior qualified Pilot shall be obligated to accept the offer. If such  
Pilot refuses the offer of recall he shall forfeit all rights under  
this article. In such circumstances the offer shall be made in  
ascending order to the remaining Pilots. If no opening exists within  
the Company such Pilot may displace the least senior Pilot in the  
Company consistent with the hospital based Customer approval, if  
--  
applicable, provided he is qualified (as defined in Job Posting and  
----------  
Bidding Section 14.2 F (1), or accept a furlough until such time a  
position becomes available within the timeframe outlined in Section  
13.5 (E) of this Article.  
  
E. Seniority and recall rights shall terminate if a laid off Pilot is not  
recalled within three (3) years from the commencement of his layoff.  
  
  
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ARTICLE 14  
JOB POSTING AND BIDDING  
-----------------------  
  
SECTION 14.1 - -------------  
  
A Pilot may bid when a new job or permanent vacancy occurs, or when a new  
job or crew position is created. All vacancies will be posted on the  
Company Web Page within seven (7) calendar days after the vacancy occurs.  
The notice shall provide as much information as is available regarding the  
vacant position, including the job location and closing date for bid  
application. This Article does not allow a senior Pilot to bid a job that  
is already filled or to displace a junior Pilot from a job he is currently  
filling. The parties agree that a vacancy does not exist if the Customer  
changes aircraft type and requests that the assigned Pilots remain on the  
job.  
  
A. Vacancies resulting from LOA's will be considered temporary and will  
be posted and assigned as such. Pilots accepting such temporary  
positions will be subject to replacement by the returning LOA Pilot,  
at which time the displaced Pilot will be eligible to bid on any other  
job opening within the Company  
  
SECTION 14.2 Bidding procedures are as follows: - -------------  
  
A. Pilots will be given fourteen (14) calendar days from the initial  
posting to bid on any vacant position. The fourteen (14) days shall  
commence from the time of notification.  
  
B. The Company will make the awards within seven (7) calendar days after  
the bidding has closed or the last hospital based customer interview,  
if required, is conducted.  
  
C. The senior qualified Pilot, as defined in Section 14.2, Paragraph F of  
this Article that bids on the vacancy, who successfully completes the  
hospital based customer interview, if required, shall be awarded the  
job, except those positions covered in Section 14.4 of this Article.  
  
D. A Pilot responding to more than one (1) vacancy shall indicate his  
order of preference on the bid and shall be awarded his highest  
available preference.  
  
E. In the event that a Pilot voluntarily bids on and is awarded a new  
position, the Company reserves the right to require a Pilot to remain  
in that new position for a period of twelve (12) months; or eighteen  
(18) months if company paid relocation or training costs are incurred.  
  
F. The term "qualified" as used in this Article means that a Pilot has  
been trained in an aircraft type, or holds the necessary Airman  
Certificate and endorsements and has the aeronautical experience to  
meet customer and Company requirements to be trained by the Company in  
that aircraft type. Training shall be provided in accordance with  
Article 18.  
  
  
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SECTION 14.3 - -------------  
  
A Pilot will be assigned to his new position within ninety (90) days of the  
position being awarded to him, unless the Company and Pilot agree  
otherwise.  
  
SECTION 14.4 - -------------  
  
The following positions shall be posted at the base where they occur and  
not be subject to the bidding procedure described above; Lead Pilot,  
Aviation Services Manager (ASM), Aviation Base Manager (ABM), Safety  
Representative/ Officer, Check Airman, and Training Captains. Such  
positions shall be filled at the sole discretion of the Company. The  
Company shall interview Pilots who have signed the bid and all other  
applicants who have done likewise thereafter to determine their  
qualifications. In the event the Company selects a person other than a  
Pilot to fill the ASM position, it will then designate, at its discretion,  
one of the Pilots at the base as the Lead Pilot or ABM.  
  
SECTION 14.5 - -------------  
  
For the purposes of this article, "awarded" shall be defined as being  
determined to be the successful bidder to fill a vacancy, "assigned" shall  
be defined as being transferred to the new base and commencing a work  
schedule.  
  
  
ARTICLE 15  
TRAINING  
--------  
  
SECTION 15.1 RECURRENT TRAINING - ------------- -------------------  
  
A. In accordance with applicable Federal Aviation Regulations (FAR's),  
the Company will develop and maintain a computerized training system  
whereby a Pilot can complete the classroom portions of his required  
recurrent ground training at his normally assigned work location at  
his convenience. In addition and in accordance with subpart G of FAR  
135, the Company will utilize a system of written or oral examinations  
to accomplish the testing required where written or oral exams are  
required. The Company's training will provide adequate computerized or  
base resource materials that clearly detail the information upon which  
the Pilot will be tested for recurrent ground training. In no  
circumstances will the Pilot be tested on materials or information  
that is not reasonably available for the Pilot to study at his  
normally assigned base. The Pilot will be required to successfully  
complete recurrent ground training by the assigned completion  
deadline.  
  
B. In circumstances where the Company requires training away from the  
Pilot's normally assigned base, the Company will make a reasonable  
effort to schedule recurrent training during a Pilot's work schedule.  
If for unusual operational reasons recurrent training cannot be  
scheduled during a Pilot's work schedule, then training may be  
scheduled during a Pilot's off duty time. The Company will make every  
effort to schedule training immediately before or after the Pilot's  
work schedule.  
  
C. The Aviation Service Manager, Aviation Base Chief, Lead Pilot, or  
other aviation base management representative shall submit to the  
training department at least  
  
  
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two months prior to scheduled recurrent flight training a list of two  
possible sets of dates that training is requested and can be  
accommodated by all Pilots.  
  
The Training Department will attempt to accommodate training on the  
dates submitted by the base to the fullest extent possible. If a Pilot  
is unable to attend training during the scheduled training dates due  
to illness, injury, or a reasonable unforeseen absence the Pilot and  
the Training Department will agree to alternate dates to compete the  
training.  
  
D. Internet training sites will list all available recurrent ground  
training classes and deadlines.  
  
SECTION 15.2 UPGRADE/TRANSITION/SPECIAL TRAINING - ------------- ------------------------------------  
  
The Company will schedule such training consistent with customer service  
requirements and the availability of qualified training personnel. The  
Company will make a reasonable effort to schedule such training during the  
Pilot's normal work period, but if unable to do so applicable work-over  
will be paid to the affected Pilot. The Company will make every effort to  
schedule training immediately before or after the Pilot's work schedule.  
  
SECTION 15.3 TRAINING FAILURES - ------------- ------------------  
  
It is recognized that not all Pilots reach the required level of  
proficiency in the same amount of time. Therefore, when it becomes apparent  
to the Company that a Pilot will require time in excess of that usually  
required to reach proficiency the Company Training Department will, in  
consultation with the Pilot, determine the cause of his inability to reach  
the required proficiency level and establish a plan for correcting the  
problem.  
  
A. A Pilot who fails any portion of training, written exam, oral exam or  
flight check will be removed from line duty, with pay, until he has  
commenced retraining and has been successfully retested by the  
Company.  
  
B. A Pilot who fails training, an oral exam, or flight check may request  
a change of instructor/check airman. However, if a Pilot elects to  
request a change of instructor/check airman the Pilot will be removed  
from the payroll, but permitted to use unused vacation until such time  
that the Pilot successfully completes re-training, an oral exam or  
flight check. Such re-training or re-testing shall be conducted within  
fourteen (14) days.  
  
C. In the event a Pilot fails a subsequent written exam, oral exam, or  
flight check the Company will make a determination as to his/her  
continued employment. If the Company determines that retraining is  
inappropriate the Company reserves the right to terminate said Pilot.  
  
D. If a Pilot is unable to successfully complete upgrade or transition  
training the Pilot will be allowed to return to their previous  
position, if that position still exists. If the Pilot's previous  
position has been filled or no longer exists the Pilot will be offered  
the opportunity to apply for any position for which they are currently  
qualified to perform, Company wide.  
  
  
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E. A Pilot who fails any portion of his new hire training will be subject  
to termination by the Company.  
  
SECTION 15.4 TRAVEL AND ACCOMMODATIONS - ------------- ---------------------------  
  
A. In the event a Pilot is based away from home during training or  
special assignment, the Company shall in all cases provide single  
hotel room accommodations to each Pilot.  
  
B. All travel expenses shall be paid by the Company. All travel will be  
performed in accordance with Company travel policy.  
  
SECTION 15.5 TRAINING PAY AND PER DIEM - ------------- -----------------------------  
  
A. All Pilots shall be paid while attending Training, including travel  
days, at their normal rate of pay. Training conducted on a Pilot's  
normal off duty day will be compensated at the applicable work-over  
rate.  
  
B. All Pilots shall be paid per diem while Training, including travel  
days, at the rate of $36.00 per day.  
  
  
ARTICLE 16  
SCHEDULES OF SERVICE  
--------------------  
  
SECTION 16.1 - -------------  
  
Pilots at each base shall determine the appropriate schedules of service  
consistent with Company and customer service requirements. They shall  
forward their schedule to the appropriate Company official. A normal  
scheduled shift shall not exceed twelve (12) hours. This section will not  
relieve any Pilot from accepting any flight that may extend the shift  
beyond the scheduled twelve (12) hours as long as the flight can be  
conducted in accordance with the applicable FAR's and Company duty time  
policies.  
  
SECTION 16.2 - -------------  
  
The parties to this agreement will maintain schedules of service which  
provide for one (1) day off for each day scheduled.  
Example: 7 days on - 7 days off  
4 days on - 4 days off  
The Pilot's salary is based upon 182 work shifts per year.  
  
SECTION 16.3 - -------------  
  
Other work schedules will be discussed between the parties. However, both  
parties recognize schedules of service will meet customer requirements.  
  
  
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SECTION 16.4 - -------------  
  
The schedule in Section 16.2 of this Article shall be considered standard.  
Any other schedules shall be considered non-standard. Non-standard  
schedules shall be filled on a voluntary basis. Vacancies in a standard  
schedule resulting from temporary Pilot absences caused by illness, injury,  
vacation, holidays, training or leaves of absences shall not be considered  
a non-standard schedule.  
  
SECTION 16.5 - -------------  
  
Pilots shall be allowed to trade or swap standard schedules provided it is  
approved by the appropriate Manager and a copy of the revised schedule is  
submitted to the Human Resources Department. Under no circumstance shall a  
trade or swap result in a workover shift for either Pilot.  
  
16.6 CUSTOMER REQUESTED WORK SCHEDULES - ---- ------------------------------------  
  
In the event a customer or prospective customer requires the Company to  
operate on a non-standard schedule, other than one (1) day scheduled for  
each day off, the parties shall meet to agree upon an applicable rate of  
pay. In the event the parties are unable to reach an agreement, the Company  
shall not assume the work in question.  
  
ARTICLE 17  
WORKOVER  
--------  
  
SECTION 17.1 WORKOVER ASSIGNMENT PROCEDURE - ------------- -------------------------------  
  
The Union recognizes the importance of the Company's ability to provide 24/7 coverage to remain competitive in the marketplace and will use their best efforts to achieve this.  
  
A workover is defined as being scheduled for and reporting to work on a regularly-scheduled day off.  
  
Before offering workover to Pilots at a particular base, the Company reserves the right to utilize Relief or Part-time Pilots. If no Relief Pilots or Part-time Pilots are available, workover shall be offered as follows:  
  
1. The workover will be offered to the Pilots at the base where it  
occurs. If more than one (1) Pilot volunteers for the workover it will  
be offered to the senior Pilot first and rotated thereafter among the  
other volunteers, at that base, in the descending order of seniority.  
  
2. In the event there are insufficient Pilots stationed at the base where  
the workover occurs the Company will solicit volunteers from bases in  
close proximity to fill the workover shift, using the same method  
described above.  
  
3. In the event there are no volunteers from bases in close proximity,  
the Company may use Pilots from other bases who have volunteered to  
work additional shifts.  
  
  
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a) Pilots who would like to be contacted for such assignments will  
be required to post their name on a list maintained on the  
Company Web Site.  
  
b) The Pilot who volunteers for the largest number of consecutive  
shifts shall be awarded the assignment.  
  
4. The Company reserves the right to limit Pilots to twenty-one (21)  
shifts per calendar month, and the number of shifts shall also be  
limited by applicable FAR's. This provision is designed to assure an  
equitable distribution amongst the applicable Pilots.  
  
5. If the previous options do not provide a solution to the vacancy, the  
Company may utilize qualified management personnel to fill these open  
shifts.  
  
SECTION 17.2 EMERGENCY WORKOVER ASSIGNMENT - ------------- -------------------------------  
  
A. Emergency workover shall be defined as an unplanned vacancy for which  
the Company did not have seven (7) days advanced notice of (i.e.  
injury, illness, and bereavement). In which case, absent volunteers,  
the following procedures shall be utilized to fill such vacancies.  
  
B. In any calendar year in which the number of uncovered Pilot duty  
shifts does not exceed two (2) at a location, due to a lack of  
volunteers, the Company will not have the ability to require workover  
at that location.  
  
C. In the event such uncovered shifts exceed two (2) in any calendar year  
at a location, required workover may be assigned in an emergency  
situation on the basis of reverse seniority and rotated thereafter.  
The Company may only use this option to cover vacancies where less  
than seven (7) days advance notice of the vacancy was received.  
  
D. For the purposes of Emergency workover, the Company shall not require  
any Pilot to perform more than two (2) Emergency workover shifts or  
more than twenty one (21) total shifts in any calendar month.  
  
E. The Company will report to the union the number of uncovered shifts  
each month.  
  
F. No Pilot can be forced on an emergency workover at a base other than  
his assigned base. Pilots who are forced to perform a workover shall  
be reimbursed for any verifiable non-refundable expenses they incurred  
on the day of the workover only.  
  
SECTION 17.3 WORKOVER PAY - ------------- -------------  
  
Effective January 1, 2006 Pilots shall receive one-and-one-half times (1 X)  
their normal daily rate, excluding supplemental pay and ACCRA. A workover  
shift is defined as being scheduled for and reporting for work on a  
regularly scheduled day off that was not the result of a trade or swap.  
  
  
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SECTION 17.4 OVERTIME - ------------- --------  
  
All work performed in excess of twelve (12) hours in a duty shift up to  
fourteen (14) hours shall be paid at the straight time hourly rate.  
Thereafter the Pilot's shall be paid at the Workover rate. Such payment  
shall be based on the actual termination time of the flight plus 15  
minutes.  
  
SECTION 17.5 COMPANY MEETING PAY - ------------- ---------------------  
  
Pilots who are required by the Company to attend meetings on their  
scheduled time off shall be compensated at the workover rate for all actual  
time in attendance. Pilots shall be paid a minimum of two (2) hours for  
attending such meetings.  
  
  
ARTICLE 18  
PILOT STATUS  
------------  
  
SECTION 18.1 - -------------  
  
A newly employed Pilot shall be on a 180 calendar day probationary status  
during which time such a person may be discharged by the Company without  
recourse. After accumulating 180 calendar days, such employee shall be  
considered a non-probationary employee and his/her hire date shall revert  
back to the most recent date of hire.  
  
SECTION 18.2 - -------------  
  
A newly employed Pilot shall be entitled to all the rights and benefits as  
any other Pilot of the terms of this Agreement, except that the Company  
shall retain the right to discharge a probationary Pilot at any time within  
their probationary period, without recourse to the grievance procedure  
and/or System Board of Adjustment.  
  
SECTION 18.3 - -------------  
  
Once a month, the Company will provide the local Union office with a list  
of Pilots who have been hired, terminated, resigned, transferred or  
promoted to a management position, and/or on a military leave of absence  
during the prior quarter. This listing shall include the home address and  
phone number of said Pilots.  
  
SECTION 18.4 - -------------  
  
A Union representative, if available, will be introduced to a new Pilot  
once they are assigned to a base for the purposes of explaining the  
obligations and benefits of this agreement.  
  
  
ARTICLE 19  
PILOT CLASSIFICATIONS  
---------------------  
  
SECTION 19.1 - -------------  
  
A full-time Pilot is a Pilot who is assigned to a regular work schedule at  
a specific base or program.  
  
  
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SECTION 19.2 - -------------  
  
A Relief Pilot is a full time Pilot who fills vacancies at any base as  
directed by the Company.  
  
SECTION 19.3 - -------------  
  
A Temporary Full Time Pilot is a Pilot temporarily assigned to cover a  
specific vacancy arising due to a Full Time Pilot's leave of absence. Such  
Pilots will be allowed to bid for any open position after serving for six  
months as a Temporary Full Time Pilot. A Temporary Full Time Pilot's status  
shall coincide with the reinstatement rights of the Full Time Pilot  
returning from his/her Leave of Absence. A newly hired Temporary Full Time  
Pilot shall not qualify for benefits under the Severance pay provisions of  
this Contract.  
  
SECTION 19.4 - -------------  
  
A Part Time/Per Diem Pilot is a Pilot who is offered work consistent with  
the Company's Customer Service or operational requirements. Such Pilots  
shall not have a regular work schedule, nor be eligible to participate in  
Company benefit programs as defined elsewhere in this Contract, unless  
provided for under either State or Federal statute, to include the  
Severance pay provision, nor shall they have any job bidding rights. Such  
Pilots shall be paid on a per diem basis in accordance with the published  
pay scale. Such Pilots shall have no rights under the Grievance and System  
Board of Adjustment procedures until having completed ninety (90) work  
schedules. Any Part Time/Per Diem Pilot who works twelve (12) or more work  
schedules per month for three (3) consecutive months shall become  
full-time. At no time shall the total number of Part Time/Per Diem Pilots  
exceed four percent (4%) of the full time Pilot staff.  
  
SECTION 19.5 - -------------  
  
The Company shall not use Temporary Full Time or Part Time/Per Diem Pilots  
to avoid filling Full Time Pilot positions. The Company shall not use Part  
Time/Per Diem Pilots to cover vacant shifts when a current and qualified  
Full Time or Relief Pilot is available.  
  
  
ARTICLE 20  
FEES AND PHYSICAL EXAMINATIONS  
------------------------------  
  
SECTION 20.1 - -------------  
  
It shall be the responsibility of each Pilot to maintain an appropriate and  
current FAA medical certificate, and to provide a copy of this certificate  
to the Company by the 20th of the month in which it is due, if possible. If  
a Pilot is unable to provide the Company with a copy of their current FAA  
medical certificate by the 20th of the month in which it is due, the Pilot  
will coordinate with the training department/flight records clerk to  
communicate the delay. Under all circumstances it shall be the Pilots'  
responsibility to provide the training department/flight records clerk with  
their current FAA medical certificate no later than the last business day  
of the month in which the medical certificate is due.  
  
  
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SECTION 20.2 - -------------  
  
It shall be the responsibility of each Pilot to maintain the appropriate  
FAA Pilot certificate(s) required for his duty position. The Pilot shall  
provide the most current certificate(s) to the Company, and immediately  
report any changes that affect the validity of those certificates.  
  
SECTION 20.3 - -------------  
  
It shall be the responsibility of each Pilot to arrange his required  
medical examinations by a qualified aero medical examiner of the Pilot's  
choice, as required by the Federal Aviation Regulations. Examinations will  
be scheduled while the Pilot is off duty. The Company will reimburse a  
Pilot for the cost of the class I or class II medical examination. Any  
additional physical exams and/or tests required by the Company or a  
customer beyond those required as provided for in Section 20.4 of this  
article shall be paid for by the Company.  
  
SECTION 20.4 - -------------  
  
When the Company believes that there are grounds to question a Pilot's  
physical or mental condition to remain on flight status, the Company may  
require that such Pilot be examined by a FAA designated Aero Medical  
Examiner (AME) selected by the Pilot.  
  
The Company shall pay for this medical examination or tests required by the  
Company pursuant to this Article. The Pilot agrees to sign a medical  
release to allow a copy of the results to be given to the Company and the  
Pilot shall also be provided a copy of this report. A Pilot who fails to  
pass such an examination may have a review of the case. Such review will be  
conducted by the Medical Certification Branch of the FAA. The Pilot may, at  
his expense, have a second medical examination conducted and submitted  
along with the Company's medical examination to this branch of the FAA.  
  
SECTION 20.5 - -------------  
  
A Pilot who is medically unable to perform his duties shall be placed on a  
leave of absence as described elsewhere in this Agreement.  
  
SECTION 20.6 - -------------  
  
In the event the Company adopts an identification card or badge system, the  
Company shall provide the identification card or badge at no cost to the  
Pilot. However, if the Pilot loses the identification card or badge he/she  
shall be obligated to replace it at the cost of $10.00.  
  
  
ARTICLE 21  
MOVING EXPENSE  
--------------  
  
SECTION 21.1 - -------------  
  
The Company shall provide a paid move to Pilots whom are required to move  
as a result of being assigned to a base other than where the Pilot has  
established his residence,  
  
  
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provided that the Pilot moves within a fifty (50) mile radius of his new  
base and the new base is at least fifty (50) miles away from the previously  
assigned base.  
  
SECTION 21.2 - -------------  
  
In order to receive a Company paid move, Pilots must complete such move  
within six (6) months from the date of the new assignment and shall be  
entitled to the following reimbursement upon presentation of reasonable  
documentation:  
  
A. Actual moving expenses, including insurance, for normal household  
effects, including normal packing charges, up to a maximum of  
$3500.00.  
  
SECTION 21.3 - -------------  
  
Pilots shall be allowed the following en route expenses when properly  
substantiated by receipts during the period of en-route travel:  
  
A. For Pilot only - $36.00/day  
  
B. For Pilot and family - $72.00/day  
  
The period of en-route travel shall continue after arrival until the day  
the household effects arrive or until the end of the fifth day, whichever  
comes first.  
  
SECTION 21.4 - -------------  
  
For the purpose of determining necessary travel time, the Company will  
allow one (1) travel day for each five hundred (500) miles or fraction  
thereof, to a maximum of five (5) travel days when driving a vehicle. The  
Pilot is expected to move during his days off and be prepared to work on  
his regular hitch. The most direct AAA mileage between the two (2) cities  
will determine travel time.  
  
SECTION 21.5 - -------------  
  
In addition to moving expenses, such Pilot will be reimbursed at the rate  
established by the IRS for one vehicle driven to the new location.  
  
SECTION 21.6 - -------------  
  
To be eligible to obtain reimbursement from the Company, a Pilot must meet  
the requirements of Section 21.1 of this Article and have completed his  
probationary period.  
  
  
ARTICLE 22  
TRAVEL PAY  
----------  
  
SECTION 22.1 - -------------  
  
Mileage shall be paid to the Pilot at the applicable rate established by  
the Internal Revenue Service under the following circumstances:  
  
a. Use of a personal vehicle when requested by the Company to relocate to  
another base or a location other than a Pilot's normal base for  
purposes of assignment on a  
  
  
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temporary basis. The mileage will be calculated from the point of  
departure to the next base and not the Pilot's home.  
  
b. In the event a Pilot is required to report to a base other than his  
assigned base, mileage will be calculated from the assigned base to  
the new work location.  
  
c. Pilots shall not be required to use their personal vehicles when  
distances between the Pilots' home to the temporary assigned base are  
in excess of one hundred (100) miles.  
  
SECTION 22.2 - -------------  
  
Pilots shall be paid at their regular rate of pay for travel on a scheduled  
duty day. In the event a Pilot travels on an off work day, such Pilot will  
be compensated at the applicable workover rate.  
  
SECTION 22.3 - -------------  
  
When transportation or lodging are not provided by the Company, reasonable  
and actual expenses will be allowed. Within five (5) calendar days after  
returning to his home base or at the close of each week in the event the  
Pilot is away for a period longer than one (1) week, the Pilot shall submit  
expense receipts for payment. The per diem shall be consistent with Company  
policy.  
  
  
ARTICLE 23  
LEAVES OF ABSENCE  
-----------------  
  
SECTION 23.1 - -------------  
  
A Leave of Absence (LOA) is intended to account for a reasonable period of  
time that a Pilot may be required to be absent from the job for reasons  
other than vacation or paid bereavement leave. A LOA may fall into one of  
the following categories:  
  
A. Personal LOA - (a reasonable time not to exceed 30 calendar days)  
-------------  
without pay may be granted to a Pilot for urgent personal matters.  
Except as approved by the applicable operational official, a Pilot may  
be granted no more than one (1) personal LOA in a 2-year period. To be  
eligible for such a leave a Pilot has to have completed six (6) months  
of service. Approved personal LOA start and end dates shall be in  
writing. Such leaves may be extended for additional periods, if  
approved by the Company.  
  
B. Pregnancy Disability Leave (PDL) - PDL shall be granted consistent  
-----------------------------------  
with the applicable statute requirements for Pilots who reside in  
California and the Company's separate policy on same.  
  
C. Military LOA - Military leaves of absence and reemployment rights  
-------------  
upon return from such leave shall be granted in accordance with  
applicable laws. All orders for  
  
  
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military duty, including National Guard and Reserve duty, shall be  
provided to the Human Resources Department in accordance with  
applicable laws.  
  
D. Family & Medical LOA, and California Family Rights Act (CFRA) -  
--------------------------------------------------------------------  
Leave granted under the Family and Medical Leave Act or the California  
statute, will be granted to eligible Pilots as required by law.  
  
1. A Pilot on a medical leave of absence due to a serious  
non-occupational health condition of the Pilot, who does not  
return to work during the twelve (12) week period provided for  
under the Company's short term disability benefit, shall be  
granted an additional medical leave for the duration of the  
illness or injury, up to twelve (12) months, if the Company and  
Physician agree there is a reasonable expectation for the Pilot  
to return to duty within twelve (12) months from the expiration  
of short term disability. At the end of the first twelve (12)  
month leave of absence an additional twelve months shall be  
granted if the Company and Physician agree there is a reasonable  
expectation for a Pilot to return to duty within twenty four (24)  
months from the expiration of short term disability.  
  
2. Pilots who are unable to work as a result of a non-job related  
illness or injury shall be placed on Medical LOA. Such Pilot  
shall retain insurance coverage for a period of six (6) months.  
During this period the Company shall continue to provide  
disability and life insurance coverage at no cost to the Pilot.  
The Pilot's portion of medical, dental, and vision premiums will  
continue to be the responsibility of the Pilot. If a Pilot who is  
on Medical LOA is not receiving compensation from Air Methods or  
if the compensation received does not fully cover the Pilots  
portion of medical, dental, and vision premiums, the Pilot will  
be required to remit their portion of said premiums, on a monthly  
basis, no later than the fifteenth day of the month following  
commencement of Medical LOA. Failure to provide payment by the  
fifteenth of the month following the commencement of Medical LOA  
will result in the termination of medical, dental, and vision  
benefits and the initiation of offering medical insurance under  
COBRA. Once the applicable time period has been exhausted, the  
Pilot will be eligible for medical insurance under COBRA.  
  
E. UNION LEAVE OF ABSENCE. A Pilot who accepts a temporary position with  
the Union (up to one (1) month) will be permitted to return to his  
original position upon release from such temporary assignment. At no  
time will the Company authorize the release of more than two (2)  
Pilots under this provision.  
  
1. When requested by the Union, one (1) Pilot who is elected or  
appointed to a full-time position with the Union shall be granted  
an indefinite leave of absence. A Pilot leaving full-time service  
of the Union, for any reason, must return to duty within thirty  
(30) days or be terminated. Such Pilot upon returning to work  
with the Company will be entitled to return to his previous  
position at his last assigned base or apply for any open position  
for which the Pilot is qualified.  
  
  
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2. By mutual agreement, the Company may grant up to three (3) Pilots  
an unpaid leave of absence for a one (1) week period of time so  
that Pilots selected by the Union may perform work for the Union,  
such as attendance at Union conventions and conferences.  
  
SECTION 23.2 - -------------  
  
A Pilot who wishes to apply for a Leave of Absence must submit his request  
in writing to his supervisor. This written request must include the  
expected duration of the leave, the purpose of the leave (if it does not  
violate any applicable statutes) and where the Pilot may be contacted  
during the leave. It is the Pilot's responsibility to keep Human Resources  
informed of any changes in his contact information for the duration of the  
approved leave.  
  
SECTION 23.3 - -------------  
  
All requests for leaves of absence must be submitted in writing and must be  
approved by the applicable operational official. Except as approved by the  
applicable operational official, a Pilot will not be granted a leave of  
absence (except a Military LOA, Workers Compensation LOA, or Union LOA)  
without first using all vacation.  
  
SECTION 23.4 - -------------  
  
Prior to returning to duty from medical leave, a Pilot may be required to  
present a physician's statement to the Company verifying that he is  
medically fit to perform all Pilot duties.  
  
SECTION 23.5 - -------------  
  
In the event of a reduction in force, a Pilot on a leave of absence who  
would otherwise be furloughed will have his leave of absence cancelled. The  
Pilot will be notified that his rights under this article have been changed  
to those of a furloughed Pilot.  
  
SECTION 23.6 - -------------  
  
A Pilot returning from a leave of absence will be returned to his duty  
position if it still exists, or any other vacant position where his  
qualifications permit. Any Pilot returning from a leave of absence who  
requires training prior to returning to flying will be scheduled for  
required training prior to return to flight duty not to exceed three (3)  
weeks. Pay shall resume when the Pilot commences training.  
  
SECTION 23.7 - -------------  
  
All leaves of absence shall specify the date on which the Pilot will return  
to duty unless mutually agreed otherwise or by operation of law.  
  
  
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SECTION 23.8 - -------------  
  
All leaves of absence shall be without pay unless otherwise specified in  
this agreement or required by statute.  
  
SECTION 23.9 - -------------  
  
Failure of any Pilot to return to active status at the end of any leave of  
absence shall be deemed a voluntary resignation and his name will be  
removed from the seniority list.  
  
SECTION 23.10 - --------------  
  
Any Pilot on a leave of absence who enters the services of another Company  
or who enters into a business of his own without first obtaining written  
permission from the Company will be terminated and will forfeit his  
seniority rights.  
  
SECTION 23.11 - --------------  
  
During any approved leave of absence, a Pilot will retain and accrue  
Company and Bidding Seniority.  
  
  
ARTICLE 24  
ON-THE-JOB INJURY (OJI) LEAVE  
-----------------------------  
  
SECTION 24.1 - -------------  
  
A Pilot is eligible for all state and federal workers compensation benefits  
with respect to injuries or illnesses arising out of and in the course of  
employment with the Company.  
  
SECTION 24.2 - -------------  
  
A Pilot must report the occurrence of an OJI to his supervisor as soon as  
possible, depending upon the nature of the accident or resulting injuries.  
  
SECTION 24.3 - -------------  
  
All health, accident and life insurance benefits shall continue to be  
available to an injured Pilot on the same basis as an active employee.  
  
SECTION 24.4 - -------------  
  
The Company may require an injured Pilot to submit to a physical  
examination in accordance with the provisions of Article 20.  
  
SECTION 24.5 - -------------  
  
Prior to returning to duty from an OJI leave, a Pilot shall be required to  
present a physician's statement to the Company verifying that he is  
medically fit to perform all Employee duties. In the event there is a  
dispute concerning the Employee's fitness for  
  
  
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duty, the procedures of Article 20 shall be utilized to resolve the  
dispute. Upon return from an OJI leave, a Pilot shall be returned to his  
former position if the position still exists, or to any other position  
where his seniority permits.  
  
SECTION 24.6 - -------------  
  
All Pilots are entitled to a copy of any and all accident reports and any  
and all written or recorded statements made or taken with regard to an OJI  
within seventy-two (72) hours of a written request.  
  
SECTION 24.7 - -------------  
  
All Pilots are entitled to a copy of any and all medical records,  
maintained by the Company at no cost, resulting from OJI's within five (5)  
days of a written request.  
  
SECTION 24.8 - -------------  
  
Employee shall not be terminated or otherwise discharged from employment,  
except for cause, while recovering from OJI injuries.  
  
SECTION 24.9 - -------------  
  
A Pilot has the right to select his own Vocational Rehabilitation Counselor  
while recovering from an OJI consistent with State regulations.  
  
  
ARTICLE 25  
HOLIDAYS  
--------  
  
SECTION 25.1 - -------------  
  
Air Methods recognizes the following holidays:  
New Years Day Presidents Day  
Memorial Day Independence Day  
Labor Day Thanksgiving Day  
Friday After Thanksgiving Christmas Day  
  
SECTION 25.2 - -------------  
  
To be eligible for Holiday pay a Pilot must work on a Holiday. The Pilot  
will be paid for the shift worked on the Holiday.  
  
SECTION 25.3 - -------------  
  
The Pilot will receive their normal pay plus their annual base pay divided  
by 182.5 for each Holiday worked. For shifts worked that are less than  
twelve (12) hours the amount of holiday pay shall be prorated for each full  
hour worked.  
  
  
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ARTICLE 26  
SICK LEAVE  
----------  
  
SECTION 26.1 - -------------  
  
Sick Leave is granted to a Pilot to provide him an opportunity to recover  
from a non-job related illness and/or injury.  
  
SECTION 26.2 - -------------  
  
Each Pilot shall earn up to sixty (60) hours of sick leave each calendar  
year. Sick leave shall be earned at the rate of 2.3076 hours per pay  
period. Sick leave shall be earned on all hours worked on workover,  
vacation, sick leave used, holidays, jury duty, and bereavement leave.  
Unused sick leave shall be earned up to a maximum of one hundred twenty  
(120) hours.  
  
SECTION 26.3 - -------------  
  
Effective on the execution of the Contract any accrued sick leave beyond  
120 hours may be used during a transition period up to 24 months for a  
bonafide medical need.  
  
  
ARTICLE 27  
VACATIONS  
---------  
  
SECTION 27.1 VACATION SCHEDULE - ------------- ------------------  
  
All Pilots shall be eligible to receive vacation on the following schedule:  
  
  
Vacation Hours Months of Service Hourly Accrual Rate  
-------------- ----------------- -------------------   
84 Hours/Year 0 thru 60 .0383562  
126 Hours/Year 61 thru 120 .0575342  
168 Hours/Year 121 thru 180 .0767123  
210 Hours/Year 181 and above .0958904   
  
- Vacation accrual will be applied to the first 2190 hours worked in a  
calendar year.  
  
- Vacation balance will continue to be reported on the bi-weekly pay  
stub.  
  
- Maximum Vacation Balance: 264 Hours  
  
- Any Pilot who, at the date of ratification of the Contract, receives  
more vacation than the above schedule shall be grandfathered at their  
current vacation accrual rate.  
  
SECTION 27.2 - -------------  
  
Vacation pay, when cashed out, shall be based upon the Pilot's current rate  
of pay.  
  
  
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SECTION 27.3 - -------------  
  
When a Pilot reaches the maximum vacation accrual according to the above  
schedule they shall not accrue any further vacation allowance. Once  
reaching the maximum accrual the Pilot will be paid seventy two (72) hours  
of his accrued vacation.  
  
SECTION 27.4 - -------------  
  
At each Base location, Pilots will submit initial vacation requests by  
November 30 for desired vacations to be taken in the following year. The  
Company shall grant such requests in order of seniority, provided Pilots  
had or will have the requested time available on the books.  
  
After the initial vacation schedule has been accomplished, Pilots may  
submit vacation requests for any desired week/days on a first come, first  
served basis. Vacations may be changed/swapped by mutual agreement of the  
Pilot and Company. When possible, vacation requests will be submitted to  
the immediate supervisor at least sixty (60) calendar days in advance of  
the requested time off. Vacation requests received at least sixty (60)  
calendar days in advance of the requested time off that do not reduce base  
staffing levels below 75% shall be granted. The Company reserves the right  
to decline any vacation request when such vacation request would reduce  
full staffing levels to below 75%. The Company may grant vacation requests  
which will reduce staffing levels to below 75% provided sufficient  
voluntary work over from the base is assured and such allowances are  
consistent with all published regulatory and program rest requirements.  
  
SECTION 27.5 - -------------  
  
Vacation will only be earned based upon compensable hours, which include  
holiday, vacation, sick leave, jury duty, or bereavement leave.  
  
SECTION 27.6 - -------------  
  
Vacation pay may be cashed out based upon a quarterly schedule published by  
Payroll.  
  
SECTION 27.7 CANCELLATION OF VACATION - ------------- --------------------------  
  
If a Pilot volunteers to cancel a scheduled vacation at the Company's  
request, he shall be reimbursed for all verifiable non-refundable expenses  
incurred. Such Pilot shall also have the following options:  
  
1. Reschedule his vacation to any remaining available weeks/days in the  
same calendar year.  
  
2. In lieu of the above option, the Pilot may choose to be paid the full  
value of his cancelled vacation period at the rate of one and one-half  
(1 ) times his rate of pay. Payment for this vacation will be made by  
issuing a separate check to the Pilot within ten (10) days from  
election of this option.  
  
  
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ARTICLE 28  
HEALTH, DENTAL AND LIFE/AD&D INSURANCE BENEFITS  
-----------------------------------------------  
  
SECTION 28.1 - -------------  
  
For the term of this Agreement, the Company shall offer Pilots health,  
dental, vision, LTD, STD, life and AD&D insurance as described in the  
summary plan descriptions furnished to the Union. In the event that the  
Company elects to change carriers, or administrators, it will endeavor to  
provide benefits that are comparable benefit value to those currently  
provided. The parties recognize in an effort to contain health care costs,  
it may be necessary to modify benefit levels, prior to doing so the Company  
will meet with the Union to review the proposed changes and solicit  
suggestions. The plans offered to the Pilots shall be the same as offered  
to all other non-represented employees.  
  
SECTION 28.2 - -------------  
  
The Company will extend its best efforts to assist Pilots in resolving any  
claim disputes which do arise under the above plans after the member has  
followed the claims appeals process of the respective carrier or  
administrator. No matter relating to a claims dispute which is not the  
direct result of negligence by the Company shall be submitted to the  
grievance and/or Systems Board of Adjustment provisions of this agreement.  
  
SECTION 28.3 - -------------  
  
A Pilot shall be eligible to participate in the group benefits listed above  
on the first day of the month coinciding with or following the date of  
initial hire. To be eligible for coverage in the above plans a Pilot must  
work or be paid consistent with the definitions in Article 19, Sections  
19.1 through 19.4. Any Pilot who fails to meet the above definitions shall  
not have coverage in the following month.  
  
SECTION 28.4 - -------------  
  
Pilots who participate in one of the Company Health and/or Dental Plans  
shall have the following amounts withheld from each bi-weekly pay check for  
the 2005-2006 plan year:  
  
  
-----------------------------------------------  
HEALTH & DENTAL  
-----------------------------------------------  
COVERAGE PLAN 1 PLAN 2 DENTAL  
-----------------------------------------------   
-----------------------------------------------  
Employee Only $ 36.00 $ 33.00 $ 1.50  
-----------------------------------------------  
Employee plus Spouse $ 81.00 $ 59.00 $ 4.00  
-----------------------------------------------  
Employee + Children $ 66.50 $ 56.00 $ 3.25  
-----------------------------------------------  
Family $ 98.00 $ 82.00 $ 5.75  
-----------------------------------------------   
  
Future Health and Dental Plan annual rate increases for Pilots shall not  
exceed ten percent (10%) per year based on the 2005-2006 plan year Employee  
contribution schedule. In no case shall the annual percentage increase for  
a Pilot exceed that of the percentage increase for the Company.  
  
  
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SECTION 28.5 - -------------  
  
Pilots shall be covered at one and one-half (1 ) times their total annual  
salary in Life Insurance and Accidental Death and Dismemberment Insurance  
under the provisions of the plan defined in the Company Benefit Plan.  
  
  
ARTICLE 29  
COMPANY 401(K) PLAN  
-------------------  
  
SECTION 29.1 PLAN MODIFICATIONS - ------------- -------------------  
  
The Company reserves the right to amend from time to time the plan to cover  
the eligible Pilots to conform to the applicable State and Federal  
statutes. Any amendments shall be furnished to the Pilots and Union. The  
Company shall pay all costs associated with the administration of the plan.  
  
SECTION 29.2 ENROLLMENT - ------------- ----------  
  
Enrollment in the plan shall be quarterly, provided that in the first year  
of employment said Pilot worked at least one thousand (1,000) hours.  
  
SECTION 29.3 VESTING - ------------- -------  
  
Years Percent of Vesting  
----- --------------------  
One year 33 1/3 Percent  
Two years 66 2/3 Percent  
Three years 100 Percent  
  
SECTION 29.4 CONTRIBUTION - ------------- ------------  
  
For those Pilots who contribute to this plan the Company shall contribute  
seventy percent (70%) on the first eight percent (8%) contributed by the  
Pilot. All Company and employee contributions shall be deposited into the  
respective employee's 401(k) account on the same day the wages are paid.  
  
  
ARTICLE 30  
JURY DUTY  
---------  
  
SECTION 30.1 - -------------  
  
The purpose of jury pay is to make the Pilots' pay whole while meeting  
their civic duty. Pilots who are required by proper court order or summoned  
to be absent from work in connection with jury duty will be paid the  
earnings he would have received for a regular scheduled shift up to a  
maximum of seven (7) work schedules per calendar year.  
  
SECTION 30.2 - -------------  
  
Jury pay is not applicable when a Pilot is on leave of absence, vacation or  
layoff.  
  
  
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SECTION 30.3 - -------------  
  
In the event a Pilot is released from Jury Duty on a duty day, he shall  
proceed to his base or assignment the following day commensurate with his  
crew rest requirements.  
  
SECTION 30.4 - -------------  
  
Pilots under subpoena for reasons benefiting the Company will be  
compensated for all lost time provided the Pilot was scheduled to work.  
  
SECTION 30.5 - -------------  
  
Vacation time may be used any time a Pilot is required by subpoena to  
appear in a matter not benefiting the Company.  
  
  
ARTICLE 31  
BEREAVEMENT LEAVE  
-----------------  
  
SECTION 31.1 - -------------  
  
The Company shall grant a bereavement leave for each individual for the  
death of a member of the Pilot's immediate family. Pilots on bereavement  
leave shall be paid for each duty day missed, up to a maximum of four (4)  
days or forty-eight (48) hours, whichever is less, per occurrence. Pilots  
may use accrued but unused Vacation beyond the four (4) days or forty-eight  
(48) hours bereavement leave. For the purposes of this Article, a Pilot's  
immediate family shall include his current spouse, in-laws, children,  
step-children, parents, grandparents, siblings and legal guardian.  
  
SECTION 31.2 - -------------  
  
The Company shall grant bereavement leave for each individual for the death  
of a member of the Pilot's extended family of one (1) day or twenty-four  
(24) duty hours, whichever is less. A Pilot's extended family includes  
aunt, uncle, nephew and niece. Pilots may use accrued but unused Vacation  
beyond the one (1) day or twenty-four (24) duty hours bereavement leave.  
  
SECTION 31.3 - -------------  
  
Funeral leave is not compensable when the Pilot is on scheduled days off,  
leave of absence, layoff, or suspension.  
  
  
ARTICLE 32  
SEVERANCE PAY  
-------------  
  
  
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SECTION 32.1 - -------------  
  
A Pilot who is laid off and is placed on furlough with the Company shall  
receive severance pay according to the schedule in Section 32.2 below.  
Except if one or more of the following conditions exist he shall receive no  
severance pay.  
  
1. He refuses to accept a job or assignment within his category of Pilot  
with the Company;  
  
2. He is dismissed for cause or resigns or retires.  
  
SECTION 32.2 - -------------  
  
Severance pay will be paid within seven (7) days following the Pilot's furlough based on the following schedule:  
  
  
Full Years of Company Service Calendar Weeks  
----------------------------------------------------------- ---------------   
One (1) full year of service but less than four (4) Two (2) weeks  
Four (4) full year of service but less than eight (8) Four (4) weeks  
Eight (8) full year of service but less than twelve (12) Six (6) weeks  
Twelve (12) full year of service but less than fifteen (15) Eight (8) weeks  
Fifteen (15) full year of service or more Ten (10) weeks   
  
SECTION 32.3 - -------------  
  
The Company will attempt to give Pilot(s) two (2) weeks advance notice of a  
base closure or loss of contract.  
  
SECTION 32.4 - -------------  
  
Medical and Dental insurance, if any, shall continue for thirty (30)  
calendar days following the Pilot's layoff or furlough, provided the Pilot  
pays the appropriate contribution amounts. The Pilot will thereafter be  
eligible for COBRA coverage at that time.  
  
  
ARTICLE 33  
UNION BULLETIN BOARDS & COMMUNICATIONS  
--------------------------------------  
  
SECTION 33.1 - -------------  
  
The Company shall permit the Union to display an unlocked bulletin board at  
each base that is company owned. The Union shall purchase the bulletin  
boards and shall be responsible for their installation. The bulletin boards  
shall only be placed in areas that have been agreed to by the Company in  
advance. The provision shall not be applicable if such bulletin boards are  
not permitted or authorized by a customer who owns the premises.  
  
SECTION 33.2 - -------------  
  
The bulletin boards used by the Union and Pilots covered by this agreement  
shall be for posting notices of Union social and recreational affairs,  
meetings and elections.  
  
  
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SECTION 33.3 - -------------  
  
General distributions, posted notices and official business will bear the  
seal or signature of an officer of the Union or a Pilot representative and  
will not contain anything defamatory, derogative, inflammatory, negative,  
or of a personal nature attacking the Company or its representatives.  
  
SECTION 33.4 - -------------  
  
The Company may refuse to permit any posting that would violate any of the  
provisions of this Agreement. Any notices posted that are not in accordance  
with this Article shall be removed by the Union or by the Company upon  
notice to the Union.  
  
SECTION 33.5 - -------------  
  
If no bulletin board is permissible, the union may maintain an information  
book which shall remain in the Pilot's reference area or office.  
  
  
ARTICLE 34  
GENERAL AND MISCELLANEOUS  
-------------------------  
  
SECTION 34.1 - -------------  
  
Any deviation from this Agreement shall be made by mutual consent between  
the Company and the Union. Such consent must be in writing and signed by  
both parties.  
  
SECTION 34.2 - -------------  
  
All orders or notices to Pilots covered by this Agreement involving a  
transfer, promotion, demotion, layoff, or leave of absence shall be given  
in writing to such Pilot with a copy to the Union within ten (10) calendar  
days.  
  
SECTION 34.3 - -------------  
  
The pay period is currently fourteen (14) days (bi-weekly). If the Company  
wishes to change the pay period timing, it shall meet and discuss the  
change with the Union prior to implementation.  
  
SECTION 34.4 - -------------  
  
This Agreement prohibits a Pilot from engaging in any activities that are  
in competition with the Company and flying activities that interfere with  
their service to the Company, provided, however that this provision shall  
not be construed to prohibit Pilots from affiliating with the Armed Forces  
of the United States.  
  
  
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SECTION 34.5 - -------------  
  
The Company shall make a copy of the current contract available to all  
Pilots on the Air Methods' website. In addition, the Company shall share in  
the cost of printing this Agreement up to a maximum of $1,000.00.  
  
SECTION 34.6 - -------------  
  
A Pilot's primary responsibility is to ensure the safe operation of the  
aircraft. A Pilot may also be required to assist in minor aircraft  
maintenance other than that specifically authorized; washing of aircraft,  
couriering of parts, or other non-flying duties. In no case shall a Pilot  
be required to operate a ground ambulance or perform facility repairs.  
  
This provision does not restrict a Pilot from performing non-flying duties  
related to the promotion of the profession such as conducting educational  
classes, public relations presentations, or events of that nature.  
  
SECTION 34.7 - -------------  
  
If a Pilot's personal items are damaged due to an aircraft accident or  
other unusual circumstance beyond the Pilot's control, a claim may be  
submitted to the Company and paid consistent with its insurance policy.  
However, the Company reserves the right to require proof of loss and value  
of the item covered in the claim.  
  
SECTION 34.8 - -------------  
  
Any Pilot leaving the service of the Company shall, upon request to the  
Human Resource department, be provided with a letter setting forth the  
Company's record of his job title, stating his length of service and rate  
of pay at the date he left the Company.  
  
SECTION 34.9 - -------------  
  
Pilots covered by this Agreement shall be governed by all reasonable  
Company rules, regulations and orders previously or hereafter issued by  
proper authorities of the Company which are not in conflict with the terms  
and conditions of this Agreement, and which have been made available to the  
Pilots and union prior to becoming effective.  
  
SECTION 34.10 - --------------  
  
If the Union considers the rule to be unreasonable, it will have the right  
to file a written grievance challenging such rule prior to the  
implementation by the Company. Grievances properly filed in this respect  
will be subject to the normal Grievance and System Board of Adjustment  
procedures as set forth in Article 6 and Article 7 of this Agreement.  
  
  
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ARTICLE 35  
EQUIPMENT AND FACILITIES  
------------------------  
  
SECTION 35.1 - -------------  
  
The Company shall furnish each Pilot with the following:  
  
1. A helmet if required.  
  
2. If a helmet is not required, effective upon execution of the Contract  
the Company will provide a one-time $100.00 allowance toward the  
purchase of an individual headset upon proof of purchase. Such  
allowance will not be applicable to previously purchased headsets. In  
either case a backup headset(s) will be provided in each aircraft as a  
primary means of communication.  
  
3. An appropriate name tag, badge, embroidery, or other suitable means to  
identify each Pilot on their uniform.  
  
4. A minimum of two suitable work uniforms deemed appropriate by the  
Company or Customer. Such uniforms shall be given to Pilots new to a  
program and be replaced annually as necessary.  
  
5. One jacket, suitable for the local climate as deemed by the Company or  
Customer, and replaced as necessary.  
  
6. Up to two (2) department or Customer ball caps annually if provided by  
the department or Customer and requested by the Pilot.  
  
7. The Company shall reimburse, upon proof of purchase, up to one hundred  
dollars ($100.00) per year to each active Pilot on the payroll, for  
the purpose of purchasing Company or Customer required acceptable  
footwear.  
  
SECTION 35.2 - -------------  
  
The Company will endeavor to provide reasonably quiet quarters with a rest  
facility for duty Pilots only.  
  
SECTION 35.3 - -------------  
  
At each base the Company will provide internet access for appropriate  
weather source and/or required Company information. An area shall be  
designated for the completion of Company paperwork.  
  
SECTION 35.4 - -------------  
  
Pilots who are required to spend the night away from their assigned base  
location shall be provided with single room hotel accommodations.  
  
  
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SECTION 35.5 - -------------  
  
The Company shall provide a VCR or DVD player, and television in an area  
accessible by the Pilot, if not already provided by the department or  
Customer. Where standard broadcast signal is not available, the Company  
will provide basic cable or satellite.  
  
  
ARTICLE 36  
PRODUCTIVE WORK ENVIRONMENT POLICY  
----------------------------------  
  
SECTION 36.1 - -------------  
  
It is agreed that the Company, as a responsible corporate citizen, is  
committed to maintaining a hospitable, cooperative work environment that  
promotes professionalism, common courtesy and mutual respect among all  
levels of employees, supervisors, managers, and executives. To advance that  
commitment, the Company has adopted and will communicate to employees the  
productive work environment policy that strictly prohibits sexual and  
workplace harassment on the basis of race, color, creed, gender, religion,  
national origin, age, sexual orientation or disability or any other status  
protected by either Federal or State statute. This policy shall not be  
amended during the term of this agreement unless required by law.  
  
SECTION 36.2 - -------------  
  
The Union agrees to support the provisions of the Air Methods corporate  
productive work environment policy. Each Pilot will be required to read,  
understand and sign an acknowledgement of this policy, which will be placed  
in his personnel file.  
  
  
ARTICLE 37  
WAIVER AND COMPLETE AGREEMENT  
-----------------------------  
  
SECTION 37.1 - -------------  
  
This Agreement sets forth the entire understanding and agreement of the  
parties and may not be modified in any respect except by writing subscribed  
to by the parties. This Agreement supercedes all previous agreements,  
commitments or practices, oral or written, between the Company and the  
Union and/or the Pilots, and expresses all of the obligations of and  
restrictions imposed upon each of the respective parties during its term.  
The waiver of any provision of this Agreement or any breach of this  
Agreement by either party during the term of the Agreement shall not  
constitute a precedent for the future waiver of any breach or provision.  
Nothing in this Agreement shall prohibit the parties from bargaining on any  
issue they desire if both parties mutually agree to do so during the term  
of this Agreement.  
  
SECTION 37.2 - -------------  
  
This document, together with all exhibits, memoranda of understanding,  
letters of agreement, and letter of interpretation incorporates the  
complete agreement between the parties on all issues specifically addressed  
herein.  
  
  
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SECTION 37.3 - -------------  
  
The parties agree that any past practices established prior to the date of  
this Agreement shall not create any contractual or legal obligation to  
continue such practices following the effective date of this Agreement.  
  
  
ARTICLE 38  
SAVINGS CLAUSE  
--------------  
  
SECTION 38.1 - -------------  
  
Should any part of this Agreement be rendered or declared invalid by reason  
of any existing or subsequently enacted legislation, act of government  
agency, or by any decree of a court of competent jurisdiction, such  
invalidation of such part or portion of this Agreement shall not invalidate  
the remaining portions hereof, and they shall remain in full force and  
effect.  
  
SECTION 38.2 - -------------  
  
In the event that any provisions of this Agreement are in conflict with or  
are rendered inoperative or unlawful by virtue of any duly enacted law or  
regulation or any governmental agency or commission having jurisdiction  
over the Company, the Union and Company will meet and attempt to negotiate  
changes necessary, pertaining only to those provisions so affected or  
directly related thereto.  
  
  
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ARTICLE 39  
DURATION  
--------  
  
  
This Agreement shall be effective from January 1, 2006 through April 30, 2009 and shall automatically renew itself from year to year thereafter, unless written notice of intended change is served in accordance with Section 6, Title I of the Railway Labor Act by either party at least sixty (60) days prior to the amendable date or any anniversary thereof.  
  
Office and Professional Employees Air Methods Corporation International Union  
  
By: /s/ Michael Goodwin By: /s/ Aaron D. Todd  
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By: By:  
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By: By:  
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APPENDIX A  
SALARY SCHEDULE  
---------------  
  
SECTION 1. BASE PAY - -----------------------  
  
The Pilot in Command Base Pay Schedule listed below shall be effective on January 1, 2006. Co-Pilots shall be paid a rate equal to 75% of the Pilot in Command Pay Schedule.  
  
- ------------------------------------------------------------------------------- HIRE YEAR 1-Jan-06 (1) PAY STEP 1-Jan-07 (2) 1-Jan-08 (2) 1-Jan-09 (2) - ------------------------------------------------------------------------------- - -------------------------------------------------------------------------------  
3.75% 3.75% 4.00% - ------------------------------------------------------------------------------- 2006 $ 50,000 0-1 $ 51,875 $ 53,820 $ 55,973 - ------------------------------------------------------------------------------- 2005 $ 50,813 1-2 $ 52,718 $ 54,695 $ 56,883 - ------------------------------------------------------------------------------- 2004 $ 51,639 2-3 $ 53,576 $ 55,585 $ 57,808 - ------------------------------------------------------------------------------- 2003 $ 52,479 3-4 $ 54,447 $ 56,489 $ 58,748 - ------------------------------------------------------------------------------- 2002 $ 53,332 4-5 $ 55,332 $ 57,407 $ 59,703 - ------------------------------------------------------------------------------- 2001 $ 54,199 5-6 $ 56,232 $ 58,341 $ 60,674 - ------------------------------------------------------------------------------- 2000 $ 55,081 6-7 $ 57,146 $ 59,289 $ 61,661 - ------------------------------------------------------------------------------- 1999 $ 55,976 7-8 $ 58,075 $ 60,253 $ 62,663 - ------------------------------------------------------------------------------- 1998 $ 56,886 8-9 $ 59,020 $ 61,233 $ 63,682 - ------------------------------------------------------------------------------- 1997 $ 57,811 9-10 $ 59,979 $ 62,229 $ 64,718 - ------------------------------------------------------------------------------- 1996 $ 58,751 10-11 $ 60,955 $ 63,240 $ 65,770 - ------------------------------------------------------------------------------- 1995 $ 59,707 11-12 $ 61,946 $ 64,269 $ 66,839 - ------------------------------------------------------------------------------- 1994 $ 60,678 12-13 $ 62,953 $ 65,314 $ 67,926 - ------------------------------------------------------------------------------- 1993 $ 61,664 13-14 $ 63,977 $ 66,376 $ 69,031 - ------------------------------------------------------------------------------- 1992 $ 62,667 14-15 $ 65,017 $ 67,455 $ 70,153 - ------------------------------------------------------------------------------- 1991 $ 63,686 15-16 $ 66,074 $ 68,552 $ 71,294 - ------------------------------------------------------------------------------- 1990 $ 64,721 16-17 $ 67,148 $ 69,666 $ 72,453 - ------------------------------------------------------------------------------- 1989 $ 65,774 17-18 $ 68,240 $ 70,799 $ 73,631 - ------------------------------------------------------------------------------- 1988 $ 66,843 18-19 $ 69,350 $ 71,950 $ 74,828 - ------------------------------------------------------------------------------- 1987 $ 67,930 19-20 $ 70,477 $ 73,120 $ 76,045 - ------------------------------------------------------------------------------- 1986 $ 69,035 20-21 $ 71,623 $ 74,309 $ 77,282 - ------------------------------------------------------------------------------- 1985 $ 70,157 21-22 $ 72,788 $ 75,518 $ 78,538 - ------------------------------------------------------------------------------- 1984 $ 71,298 22-23 $ 73,971 $ 76,745 $ 79,815 - ------------------------------------------------------------------------------- 1983 $ 72,457 23-24 $ 75,174 $ 77,993 $ 81,113 - ------------------------------------------------------------------------------- 1982-1977 $ 73,635 >24 $ 76,397 $ 79,261 $ 82,432 - -------------------------------------------------------------------------------   
  
Upon contract ratification all Pilots shall be placed onto the Base Pay Schedule in the 2006 year column commensurate with their year of hire. Beginning in 2007 each Pilot shall move to the 2007 year column on January 1, 2007 to the row corresponding with their years of service. At the Pilot's anniversary date with the Company, beginning in 2007, the Pilot will move to the next row corresponding with their years of service. The anniversary date is defined as the date a Pilot entered service with the Company as a Pilot in Command or Co-Pilot.  
  
FOOTNOTES  
  
(1) Will be retroactive to 1/1/06 provided contract is ratified on or before  
March 31, 2006 and paid within forty-five (45) calendar days.  
  
  
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(2) Effective on the first payroll period commencing after the listed dates.  
Such annual salary adjustments shall also be paid out on the first payroll  
period.  
  
SECTION 2. METHODOLOGY FOR DETERMINING WHERE A PILOT INITIALLY FITS IN THE - -------------------------------------------------------------------------------- SCALE. - ------  
  
The Company reserves the right, based on previous experience of a Pilot(s),  
to place them on the above scale up to the five (5) year level or step.  
Thereafter the Pilot annually shall be advanced to the next step. Any  
disputes relative to that placement shall not be subject to the grievance  
and/or Systems Board of Adjustment provision located elsewhere in this  
agreement. Such placement on the scale will be made utilizing written  
documentation of active years in aircraft aviation experience. The Company  
reserves the right to determine the adequacy of the documentation.  
  
SECTION 3. BASE ASSIGNMENT - ------------------------------  
  
The Pilot shall be paid based upon the applicable schedule for the base to  
which he/she is assigned or relocated.  
  
SECTION 4. ACCRA GEOGRAPHIC DIFFERENTIAL PAY - --------------------------------------------------  
  
Effective with the implementation of the above schedule the Company shall  
determine the ACCRA impact for each current base using the most recent  
available quarterly ACCRA data when a Tentative Agreement is reached  
between the parties. The above schedule shall be considered 100% under the  
ACCRA system and all current bases shall be adjusted according to their  
respective ACCRA rating as per the table below. If no ACCRA data is  
available for a current or new base location, the five (5) nearest  
reporting cities to that base may be used to derive an ACCRA average  
provided that there are five (5) locations in close proximity of that base.  
Close proximity shall be considered within 75 miles. The Company reserves  
the right to develop recruitment and/or retention systems which will be  
paid above the schedule. Such schedules or systems will be paid to all  
Pilots at the base in question. In the event the Pilot voluntarily leaves  
his/her original base their pay will be based on their actual date of hire  
for purposes of step increases. The ACCRA impact rating effective at the  
execution of this agreement shall remain unchanged for the duration of the  
Contract. The ACCRA rating shall not be applicable for workover pay.  
  
  
---------------------------------------------  
Location ACCRA rating Pay scale adjustment  
---------------------------------------------   
---------------------------------------------  
0 - 105% 100%  
---------------------------------------------  
105.1 - 115% 110%  
---------------------------------------------  
115.1 - 125% 120%  
---------------------------------------------  
125.1 - 135% 130%  
---------------------------------------------  
135.1 - 150% 140%  
---------------------------------------------  
Greater than 150% 160%  
---------------------------------------------   
  
  
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SECTION 5. INITIAL TRAINING - -------------------------------  
  
During initial training Pilots shall be paid at the starting rate  
commensurate with the assigned base.  
  
SECTION 6. RELIEF PILOTS - ----------------------------  
  
All relief Pilots shall have an ACCRA rating utilizing the Denver, Colorado  
ACCRA rating.  
  
SECTION 7. NO REDUCTION - ---------------------------  
  
No Pilot shall suffer a loss of pay due to the implementation of the above  
schedule. The Company will extend a one-time payment of 3% Salary  
Adjustment to any Pilot above the pay schedule. Such payment shall be made  
within forty-five (45) days of ratification. For such Pilots, in years  
2007, 2008 and 2009 they shall receive on January 1 of each year a check  
equivalent to the amount of annual increase granted all other employees  
less applicable taxes. Such adjustment shall not be added to the Pilots'  
base pay. For those Pilots who receive less than a three percent (3%)  
increase in the ACCRA adjusted base pay as of January 1, 2006, the Company  
will extend a one-time payment that equals the difference between three  
percent and the total of the first year increase.  
  
SECTION 8. SUPPLEMENTAL PAY - -------------------------------  
  
Pilots performing duties in the following positions shall receive the  
indicated annual supplemental pay (divided by 26 and paid through the  
normally occurring pay period cycle). Pilot(s) who receive more than the  
supplemental pay listed below shall receive that amount so long as they  
hold such position. The amount of such pay shall be determined by the  
actual dollars the employee received prior to the adoption of this  
collective bargaining agreement. Pilot(s) who currently receive IFR  
supplemental pay shall continue to do so for the duration of this  
agreement.  
  
  
Check Airmen $3,000  
Training Captain/Trainer 2,500  
Aviation Service Manager 4,200  
ASM w/Multiple A/C 5,700  
ASM w/Multiple A/C Locations 7,200  
Aviation Base Manager 1,500  
Lead Pilot 3,000  
Base Safety Pilot 800  
Two to Three A/C 1,600  
Four to Five A/C 2,400  
Six or more A/C 3,200  
ATP in category assigned 600   
  
  
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APPENDIX B  
  
BASE ACCRA RATINGS  
------------------  
  
- ------------------------------------------------------------------------  
REVISED MARCH 1, 2006 - ------------------------------------------------------------------------ LOCATION ACCRA FORMULA - ------------------------------------------------------------------------ - ------------------------------------------------------------------------ Albany NY 124.6 120.0% - ------------------------------------------------------------------------ Anaheim CA 156.1 160.0% - ------------------------------------------------------------------------ Anderson SC 94.4 100.0% - ------------------------------------------------------------------------ Asheville NC 99.4 100.0% - ------------------------------------------------------------------------ Atlanta GA 97.4 100.0% - ------------------------------------------------------------------------ Augusta GA 89.0 100.0% - ------------------------------------------------------------------------ Aurora CO 100.6 100.0% - ------------------------------------------------------------------------ Bakersfield CA 110.3 110.0% - ------------------------------------------------------------------------ Banning CA 126.4 130.0% - ------------------------------------------------------------------------ Bartow FL 99.4 100.0% - ------------------------------------------------------------------------ Bend OR 103.9 100.0% - ------------------------------------------------------------------------ Billings MT 98.1 100.0% - ------------------------------------------------------------------------ Bluefield WV 92.6 100.0% - ------------------------------------------------------------------------ Blueridge/Hickory NC 92.4 100.0% - ------------------------------------------------------------------------ Boulder City NV 109.9 110.0% - ------------------------------------------------------------------------ Branson MO 86.7 100.0% - ------------------------------------------------------------------------ Brooksville FL 98.9 100.0% - ------------------------------------------------------------------------ Cape Girardeau MO 90.7 100.0% - ------------------------------------------------------------------------ Carlsbad CA 150.3 160.0% - ------------------------------------------------------------------------ Cartersville GA 94.4 100.0% - ------------------------------------------------------------------------ Champaign IL 95.9 100.0% - ------------------------------------------------------------------------ Charleston WV 92.6 100.0% - ------------------------------------------------------------------------ Charlotte NC 92.4 100.0% - ------------------------------------------------------------------------ Chesterfield MO LifeNet 94.3 100.0% - ------------------------------------------------------------------------ Chicago/Maywood IL 110.1 110.0% - ------------------------------------------------------------------------ Chinle AZ 112.4 110.0% - ------------------------------------------------------------------------ Clarksville TN 87.0 100.0% - ------------------------------------------------------------------------ Colorado Springs CO 94.7 100.0% - ------------------------------------------------------------------------ Columbia MO 91.6 100.0% - ------------------------------------------------------------------------ Columbia SC 96.4 100.0% - ------------------------------------------------------------------------ Columbus GA/Ft. Benning 97.4 100.0% - ------------------------------------------------------------------------ Conyers GA 97.4 100.0% - ------------------------------------------------------------------------ Cottonwood AZ 106.4 110.0% - ------------------------------------------------------------------------ Denver CO 100.6 100.0% - ------------------------------------------------------------------------ Denver CO 100.6 100.0% - ------------------------------------------------------------------------ Des Moines IA AMC 93.9 100.0% - ------------------------------------------------------------------------  
  
  
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- ------------------------------------------------------------------------  
REVISED MARCH 1, 2006 - ------------------------------------------------------------------------ LOCATION ACCRA FORMULA - ------------------------------------------------------------------------ Des Moines IA RMH 93.9 100.0% - ------------------------------------------------------------------------ Duluth MN 98.1 100.0% - ------------------------------------------------------------------------ Effingham IL 92.8 100.0% - ------------------------------------------------------------------------ El Cajon CA 126.4 130.0% - ------------------------------------------------------------------------ Elizabethtown KY 93.7 100.0% - ------------------------------------------------------------------------ Evansville IN 99.0 100.0% - ------------------------------------------------------------------------ Farmington NM 94.9 100.0% - ------------------------------------------------------------------------ Flagstaff R/W 112.4 110.0% - ------------------------------------------------------------------------ Flagstaff, AZ F/W 112.4 110.0% - ------------------------------------------------------------------------ Frankfort KY 93.7 100.0% - ------------------------------------------------------------------------ Franklin NC 99.4 100.0% - ------------------------------------------------------------------------ Fredericksburg VA 125.2 130.0% - ------------------------------------------------------------------------ Frisco CO 100.6 100.0% - ------------------------------------------------------------------------ Gardnerville NV 112.1 110.0% - ------------------------------------------------------------------------ Glen NY 136.5 140.0% - ------------------------------------------------------------------------ Glendale AZ 100.4 100.0% - ------------------------------------------------------------------------ Greeley CO 95.4 100.0% - ------------------------------------------------------------------------ Greenville NC 95.2 100.0% - ------------------------------------------------------------------------ Griffin GA 97.4 100.0% - ------------------------------------------------------------------------ Gulfport MS 95.0 100.0% - ------------------------------------------------------------------------ Hartford CT 115.7 120.0% - ------------------------------------------------------------------------ Hazard KY 93.7 100.0% - ------------------------------------------------------------------------ Huntington WV 92.6 100.0% - ------------------------------------------------------------------------ Huntsville AL 89.9 100.0% - ------------------------------------------------------------------------ Hutchinson MN 98.1 100.0% - ------------------------------------------------------------------------ Imperial CA 123.6 120.0% - ------------------------------------------------------------------------ Iowa City IA 95.2 100.0% - ------------------------------------------------------------------------ Jacksonville FL 95.5 100.0% - ------------------------------------------------------------------------ Jefferson GA 97.4 100.0% - ------------------------------------------------------------------------ Joplin MO 82.4 100.0% - ------------------------------------------------------------------------ Kingman AZ 109.4 110.0% - ------------------------------------------------------------------------ Kobelt NY 136.7 140.0% - ------------------------------------------------------------------------ LaGrande OR 103.9 100.0% - ------------------------------------------------------------------------ LaMonte MO 92.9 100.0% - ------------------------------------------------------------------------ Las Vegas (Henderson) NV 109.9 110.0% - ------------------------------------------------------------------------ Lebanon TN 91.9 100.0% - ------------------------------------------------------------------------ Lincoln NE 96.7 100.0% - ------------------------------------------------------------------------ Litchfield IL 94.3 100.0% - ------------------------------------------------------------------------ London KY 93.7 100.0% - ------------------------------------------------------------------------ Marshfield WI 95.0 100.0% - ------------------------------------------------------------------------ Mason City IA 89.7 100.0% - ------------------------------------------------------------------------  
  
  
50 AIR METHODS CORP. and COLLECTIVE BARGAINING AGREEMENT OPEIU 2006-2009 - --------------------------------------------------------------------------------  
  
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REVISED MARCH 1, 2006 - ------------------------------------------------------------------------ LOCATION ACCRA FORMULA - ------------------------------------------------------------------------ Merced CA 159.0 160.0% - ------------------------------------------------------------------------ Mesa AZ 100.4 100.0% - ------------------------------------------------------------------------ Miami Baptist, FL 116.2 120.0% - ------------------------------------------------------------------------ Miami FL (Children's) 116.2 120.0% - ------------------------------------------------------------------------ Modesto CA 159.0 160.0% - ------------------------------------------------------------------------ Mojave CA 118.4 120.0% - ------------------------------------------------------------------------ Morgantown WV 101.1 100.0% - ------------------------------------------------------------------------ Mt Pleasant TN 91.9 100.0% - ------------------------------------------------------------------------ Mt Sterling KY 93.7 100.0% - ------------------------------------------------------------------------ Nashville TN 94.7 100.0% - ------------------------------------------------------------------------ New Richmond WI 98.1 100.0% - ------------------------------------------------------------------------ Newark DE 108.7 110.0% - ------------------------------------------------------------------------ Norfolk NE 91.1 100.0% - ------------------------------------------------------------------------ Norwich CT 114.4 110.0% - ------------------------------------------------------------------------ Odessa FL 98.9 100.0% - ------------------------------------------------------------------------ Oklahoma City OK (Seminole) 91.0 100.0% - ------------------------------------------------------------------------ Olathe KS 91.7 100.0% - ------------------------------------------------------------------------ Omaha NE 89.0 100.0% - ------------------------------------------------------------------------ Osage Beach MO 90.1 100.0% - ------------------------------------------------------------------------ Oxnard CA 118.4 120.0% - ------------------------------------------------------------------------ Pahrump NV 109.9 110.0% - ------------------------------------------------------------------------ Palo Alto, CA 159.0 160.0% - ------------------------------------------------------------------------ Parsons KS 90.0 100.0% - ------------------------------------------------------------------------ Philadelphia PA 123.9 120.0% - ------------------------------------------------------------------------ Pueblo CO 90.3 100.0% - ------------------------------------------------------------------------ Rancho Cucamonga CA 128.1 130.0% - ------------------------------------------------------------------------ Reno NV 112.1 110.0% - ------------------------------------------------------------------------ Richmond KY 93.7 100.0% - ------------------------------------------------------------------------ Richmond VA 105.9 110.0% - ------------------------------------------------------------------------ Roanoke VA 90.7 100.0% - ------------------------------------------------------------------------ Rockford IL 99.2 100.0% - ------------------------------------------------------------------------ Safford AZ 97.2 100.0% - ------------------------------------------------------------------------ Saginaw MI 96.4 100.0% - ------------------------------------------------------------------------ Salt Lake City 95.9 100.0% - ------------------------------------------------------------------------ San Antonio TX 91.6 100.0% - ------------------------------------------------------------------------ San Juan PR 97.8 100.0% - ------------------------------------------------------------------------ Sarasota FL 107.9 110.0% - ------------------------------------------------------------------------ Scottsbluff NE 98.5 100.0% - ------------------------------------------------------------------------ Seminole OK 91.0 100.0% - ------------------------------------------------------------------------ Shelbyville TN 91.9 100.0% - ------------------------------------------------------------------------ Sierra Vista AZ 94.0 100.0% - ------------------------------------------------------------------------  
  
  
51 AIR METHODS CORP. and COLLECTIVE BARGAINING AGREEMENT OPEIU 2006-2009 - --------------------------------------------------------------------------------  
  
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REVISED MARCH 1, 2006 - ------------------------------------------------------------------------ LOCATION ACCRA FORMULA - ------------------------------------------------------------------------ Sioux City IA 93.3 100.0% - ------------------------------------------------------------------------ Somerset KY 93.7 100.0% - ------------------------------------------------------------------------ Sparta IL 94.3 100.0% - ------------------------------------------------------------------------ Springfield MO 92.0 100.0% - ------------------------------------------------------------------------ Springville/Show Low AZ 112.4 110.0% - ------------------------------------------------------------------------ St Cloud MN 100.8 100.0% - ------------------------------------------------------------------------ St. Joseph MO 90.1 100.0% - ------------------------------------------------------------------------ St. Louis MO 94.3 100.0% - ------------------------------------------------------------------------ Sullivan MO 94.3 100.0% - ------------------------------------------------------------------------ Tallahassee FL 90.7 100.0% - ------------------------------------------------------------------------ Tampa FL 96.0 100.0% - ------------------------------------------------------------------------ Texarkana AR 88.7 100.0% - ------------------------------------------------------------------------ Truckee 112.1 110.0% - ------------------------------------------------------------------------ Tucson AZ - Base 97.3 100.0% - ------------------------------------------------------------------------ Tullahoma TN 91.9 100.0% - ------------------------------------------------------------------------ Tulsa OK 90.1 100.0% - ------------------------------------------------------------------------ Tupelo MS 87.5 100.0% - ------------------------------------------------------------------------ Twentynine Palms CA 136.7 140.0% - ------------------------------------------------------------------------ Valhalla NY 136.5 140.0% - ------------------------------------------------------------------------ Victorville CA 125.8 130.0% - ------------------------------------------------------------------------ Warrenton MO 94.3 100.0% - ------------------------------------------------------------------------ Waterloo IA 88.9 100.0% - ------------------------------------------------------------------------ Wildwood FL 98.9 100.0% - ------------------------------------------------------------------------ Willcox AZ 90.1 100.0% - ------------------------------------------------------------------------ Winslow AZ 112.4 110.0% - ------------------------------------------------------------------------ Winston Salem NC 89.6 100.0% - ------------------------------------------------------------------------ Worcester MA 118.2 120.0% - ------------------------------------------------------------------------ Wytheville VA 90.7 100.0% - ------------------------------------------------------------------------   
  
  
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