



Collective Bargaining Implementation Update December 16, 2015

Now that the contract has been ratified CWA and IBT have been meeting with the company to come to an agreement on the implementation of the agreement which will be done in phases as the computer systems for American cannot be programmed to accommodate all the changes immediately.

The increase in Base wages went into effect for all employees on December 7th. The negotiated wage increase will be in your paycheck the week of December 24th.

The increase in Premiums was effective on December 1st however the antiquated systems could not accommodate the change. The system does recognize the change effective December 7th. Time and a half overtime wages will be paid to you as they should be. Overtime in excess of 4 hours per day or 8 hours cumulatively per week will be paid as double time your hourly wage rate.

The newly negotiated daily and weekly double time payments are effective on December 7th for LUS employees, and December 7th for daily overtime qualifier and December 12th for weekly overtime qualifier for LAA employees due to the different pay periods.

We agreed to a one time lump sum settlement ~~to need~~ for the premiums and overtime from December 1st to December 6th. The

lump sum is \$12.65 per person. This will be paid in your check sometime in late January or early February.

The Article 2 Change in Control grievance settlement provides payments of \$1000 for each full time employee and \$500 for each part time employee who was on the payroll as of December 9th, 2013 and remains on the payroll today. You will receive your Change in Control Settlement of \$500- or \$1000- during the last pay period of January or the 1st pay period of February.

We will send reports on further implementation items when they are available. I have attached the implementation schedule.

Should you have any questions, please contact your staff representative or send us an email.

Wishing you and your family a Happy and Safe Holiday Season.