

**CWA-IBT JCBA IMPLEMENTATION
UPDATED 12-16-15**

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
1 – Purpose of Agreement	All	Date of ratification	Agreed
2 – Status of Agreement	All	Date of ratification	Agreed
3 – Recognition and Scope	A - Recognizes CWA-IBT as representative	Date of ratification	Agreed
	B.1, B.2, C, F and G – Station Classification <ul style="list-style-type: none"> • Initial establishment • Yearly reclassification 	Date of ratification	<ol style="list-style-type: none"> 1. Need to obtain list of stations and weekly average of scheduled mainline jet departures for 12 months preceding date of ratification. 2. How/when will list be provided to the union and to Airport Services leadership? 3. Determine who is responsible for compiling annual review of weekly average of scheduled mainline jet departures each year on the anniversary of the date of ratification. 4. Agreed
	B.3 – Manager assistance at Class I/Class II stations	LUS – Current practice LAA - At time of publication of station classification list	Agreed
	D – Insourcing Psgr Svc work at stations with more than 35 weekly ML departures, with the exception of MFE and stations in Hawaii except HNL	Phased and will be rolled out on a location by location basis	Mark discussed in his slide deck

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	E – Stations with 35 or fewer weekly ML departures <ul style="list-style-type: none"> • Outsource upon attrition • Station protect employees on Psgr Svc seniority list at that location on the date of ratification 	Date of ratification	During the duration of the agreement, stations initially above 35 ML departures may fall below this level, and vice versa. Therefore, need to obtain a seniority list of all CWA-IBT employees and their location as of the date of ratification to be used to determine employees with station protection. Provide the Union a list of stations as of 12/1 Agreed
	H – Each Res center a separate location and all HBRs affiliated with a res center	Date of ratification	Agreed
	I – Company can contract out Psgr Svc work where personnel, equipment or facilities are not reasonable available	Date of ratification	Agreed
	J – Work that does not fall within Scope: <ul style="list-style-type: none"> • Regional/express work • Internet travel services or related services • Work performed at a travel agency • Work performed by Washington Desk • Installation, repair, maintenance, etc. of computer system internet reservation system, telecommunication system, other automated devices and technology • Charter flights operated into non CWA-IBT cities 	Date of ratification	1. MIA and JFK agents who are not working in an agent role ie computer maintenance 2. Agreed
	K – Overflow Res calls L – Other than Psgr Svc employees can perform work in cases of emergencies, etc. M – Company has sole jurisdiction over operation of	Date of ratification	K-Cindy to setup a process to provide report. First report would be provided by the 15 th following the quarter to Kim and Marge

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	<p>its business</p> <p>N – Company reserves the right to implement new technology</p> <p>O – Managers can perform work in Clubs with 10 or fewer Premium Services employees</p> <p>P – Company has right to enter into marketing agreements/alliances</p> <p>Q – Job Protection</p>		<p>Q- Debbie provided a list of LAA EE for 12/1(needs refreshed with pay rates). Jan will provide a list of LUS. Ron and Chris should be CC'd. Pay Rates should be included. Also need to include furloughs</p> <p>All others agreed</p>
4 – Groups and Classifications	A – N, except as noted below	Date of ratification	1.
	Exception – J.3.f – HBRs to provide computer hardware at their own expense	Discuss	
5 – Hours of Service	A – Monday to Sunday work week	LAA – late April 2016	1. Will be concurrent with LAA change from Pay Current to Pay in Arrears
	<p>B – Full-time employee day off definition</p> <p>F – Full-time employee shift definition</p> <ul style="list-style-type: none"> • 5-8's or 4-10's 	Date of ratification	No change to current practice
	<p>C – Part-time employee days off (min of 2 consecutive)</p> <p>G – Part-time employee shift definition</p> <ul style="list-style-type: none"> • 12 – 30 hours weekly • Increases Class 1 min to 4 hours • Increases Class I min to 3 hours • Eliminated split shifts • Res – Allows 10-1/2 hours shifts on Sat/Sun and no more than 15% of bid lines <p>Article 31.B – Part-time scheduling restrictions</p> <ul style="list-style-type: none"> • No consecutive part-time shifts where the work can be covered by 1 full-time employee • No 2 part-time plus 1 full-time shift where the work can be covered 2 full-time employees <p>D – Open-time/relief schedules</p> <p>H – Break and meal periods</p> <ul style="list-style-type: none"> • Airports – raises minimum hours of a shift that 	<p>Res – with March 2016 bid (agreed)</p> <p>Airports – Discuss</p>	1.

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	<p>can have a 30-minute unpaid meal period from 3 to 5 hours</p> <p>I – Scheduling of meal periods and pay for missed meal periods</p> <ul style="list-style-type: none"> • Within 90 minutes of midpoint • Late lunch – 30 minutes at straight time • Missed lunch – 30 minutes at 1-1/2 • Res – Flexible meal periods/breaks <p>K – Schedule Bidding</p> <ul style="list-style-type: none"> • Separate work schedules by duty assignment • Co to meet with union to establish bid • Notice and posting requirements • Shop Steward present during bidding • Fail to bid or report late permitted to bid remaining lines • Employees on leave as of posting date of bid cannot bid • Each line contains same days off each week and same shift start times on same day of each week • Rebid a minimum of 3 times per year and not more than 150 days <p>L – Temporary adjustments to shifts, days off or duty assignments</p> <p>N – Employees returning from furlough, transferring or displacing into the duty assignment will be assigned a shift until the next bid</p> <p>Q – 8 hour minimum rest</p> <ul style="list-style-type: none"> • Elimination of LAA short turn <p>N/A – Elimination of split shifts</p>		
	E – Workday is 24 hours from 0000-2359	Date of ratification	No change
	J – Force majeure minimum 4 hours pay for full-time and 2 hours for part-time	Date of ratification	
	M – Employees assigned to a higher rated	12/7/15	Included in initial compensation

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	classification shall be paid the applicable rate		items 12/1-12/6 discussion
	O – Company determines number of employees needed	Date of ratification	
	P – Shift Trades <ul style="list-style-type: none"> With exceptions listed below 	LAA Res – Implementation of Verint <ul style="list-style-type: none"> end of 2016 LUS Res – Implementation of Verint, except for 32 quarterly max <ul style="list-style-type: none"> end of 2016 LAA Airports – upon transition to Workbrain <ul style="list-style-type: none"> Phased by stations from June 2016-October 2016 	
	P.11 – Quarterly maximum increase from 26 to 32	LUS Airports and LUS Res <ul style="list-style-type: none"> Fourth quarter 2015 	
	P.9 – Partials at airports can have half-hour overlap on during the first and last 30 minutes of the shift P.10 – Employees can work up to 14 hours on consecutive days (increase from more than 12 hours)	Discuss	
	R – Severe Weather	Discuss	1. May require programming in AutoTA
	S – Definition of Qualified	Date of Ratification	
	T – Reservations Flex Time	Per policy Discuss	
Article 6 – Customer Service Overtime	A – Definition of “overtime” and company right to establish hours needed	Current policy	
	B – Defines equalization; equalization reset each quarter C – Qualification Definition D – Eligibility for overtime E – Equalization charges defined F – Shift Extension Distribution	LAA – Upon transition to Workbrain (phased) LUS – At time of first LAA transition Discuss	

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	G – Overtime Distribution H – Rules for contacting employees I – Open-time employee eligibility J – Employees transferring to new duty assignment K – Cancellation of overtime by company L – Employee acceptance criteria M – Overtime equalization list maintenance N – Bypass provisions O – Max overtime of 16 hours per day R – Shift trades and eligibility S – Overtime paid to the minute T – Break and meal periods U- Mandatory assignment of overtime, including 8 hour rest rule V- Minimum of four hours if not continuous with shift X – Employees awarded overtime in one group cannot be reassigned to a different group		
	P – Daily Overtime Qualifier and Rates	12/7/15 (12/24/15 paycheck)	12/1-12/6 discussion
	Q – Weekly Overtime Qualifier and Rates	LUS – 12/7/15 (12/24 paycheck) LAA – 12/12/15 (12/24 paycheck)	12/5 Is first week after ratification for LAA
	W – Employees working overtime in a higher rated classification will receive the higher rate	12/7/15 (12/24/15 paycheck)	12/1-12/6 discussion
	N/A – Elimination of comp time	Date of Ratification Discuss	Existing comp balance can be used up to 12/31/15. Unused comp time will be paid out in first quarter 2016. Needs to be communicated to employees
Article 7 Overtime - Reservations	Entire Article	Date of Ratification	
	N/A – Elimination of comp time	Date of Ratification Discuss	Existing comp balance can be used up to 12/31/15. Unused comp time will be paid out in first quarter 2016. Needs to be communicated to employees

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
Article 8 Seniority	A, B – Date of Hire and Psgr Svc Seniority D – Employees transferring into the group F – Seniority tiebreaker H – Employees leaving and returning to group within 6 months I – Seniority roster posting each January and July J – Employee protests to posted roster	Dependent upon seniority integration timeline After receipt of Preliminary Integrated Seniority Roster Discuss	1.
	C – Pay Date Seniority E – Employees transferring within the group	12/7/15 for payscale placement 12/1 Pay date adjustments	1. 12/1 to 12/6 discussion 2. C- Station service should start doing this as of 12/1 for folks that go out on leave as of 12/1
	G – Removal from seniority list	Date of ratification	
Article 9 Filling of Vacancies	Entire article	Discuss	<ol style="list-style-type: none"> 1. Dependent upon integrated seniority 2. Determine short-term solution for LUS-LUS and LAA-LAA transfers 3. Inter-company transfers may be dependent upon single HR system 4. LUS discipline will continue to adhere to current process 2005 CBA. For LAA we will continue with company policy. 5. Final seniority list should be expected around June or July 6. No freezes until ATAB. Transfers that happen after ATAB would be subject to the freeze 7. Article 9.D.4 Res interviews- Union to provide names of panel members. Res to develop interview questions and provide to the Union. Targeted to be implemented by 2/1/2016.

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			<p>Schedule panel participant training for Union reps</p> <p>8. Airport Interviews- Ops need will remain under current process. Panel interviews on the LAA side should be implemented no later than 3/1. Alex to provide a list of locations to the Union LAA/LUS.</p> <p>9. In order to get EE's into ATAB we would need to purge all bids in previous systems and have them rebid. In station would be handled local. Drain down of about a month. Agreed</p> <p>10. On LAA we would terminate the local option and fill the vacancies on pax seniority. Until ATAB LUS would fill based on the 2005 CBA. Upon ATAB both companies would use the new 2015 language.</p>
Article 10 Temporary Employees	Entire article	Date of ratification	1. Need to identify system and process changes
Article 11 Seasonal Employee Transfer	Entire article	Date of ratification	<p>1. Need to identify system and process changes</p> <p>2. Same dependencies as employee transfers</p>
Article 12 Reduction in Force	Entire article	Discuss	<p>1. Dependent upon integrated seniority</p> <p>2. EMAS Project</p>
Article 13 Voluntary Furlough	Entire article	Discuss	<p>1. Dependent upon integrated seniority</p> <p>2. EMAS Project</p>

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
Article 14 Recall		Discuss	1. Continue pref hire program as is until new HR system (Q1-Q2 2017). We would need an amendment to the current LOA
Article 15 Furlough Benefits		Discuss	2.
Article 16 Medical Examinations	Entire article	Discuss	3.
Article 17 Leaves of Absence	B – FMLA	Discuss	1.
	C – Medical Leave	Date of ratification	1. Change from 3 years to 5 years
	D – Personal Leave of Absence	Date of ratification	
	E – Adoption/Maternity/Paternity	Date of ratification	
	F – Jury Duty	Date of ratification	
	G- Military Leave	Discuss	Need paid Military Reservist on LAA side
	H – Bereavement <ul style="list-style-type: none"> • Additional eligible family members 	Discuss	1. Workbrain programming needed for maximum payment
	I – Full-time Employment Union Leave	Discuss	1. Identify system changes required 2. Determine how many LUS are already on this long-term leave
	J – Short Term Union Leave	Discuss	1. Identify system changes required
	K – Termination for falsification of leave or other employment during leave	Date of ratification	

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
Article 18 Sick Leave	A – Majority of days for accrual B – Full-time accrue 8 hours per month C – Part-time accrue 5 hours per month D – Maximum of 1400 hours E – Use of sick for OJI/IOD compensation and sick decrements in 1 minute increments F – Employee reporting off must do so an hour prior to the shift G – An employee who leaves work sick will be paid from sick for remaining unworked portion of shift H - Doctor's Note I – State law language	Discuss	<ol style="list-style-type: none"> 1. Requires significant program changes in AutoTA and Workbrain 2. Requires process change for OJI/IOD supplement calculation
Article 19 Holiday Vacation	Entire Article	Accruals begin 1/1/2016 Article implemented 1/1/2017 Discuss HBR 2015/2016 Holidays	Are HBR's and L84 at DOR
Article 20 Vacation	Entire Article	Accruals begin 1/1/2016 Article implemented 1/1/2017 Discuss HBR/L84	20.C LAA- For EE's who have attained 4wk accrual rate in 2015 (as of 12/31) who has less than 20 yrs of service will be grandfathered
Article 21 Limited Duty	Entire Article	Discuss	
Article 22 Probation	A – 180 calendar days	Discuss	<ol style="list-style-type: none"> 1. Any one hired prior to 12/1 would be on 120 active work days in accordance with the 2005 CBA. If hired after will follow the 180 calendar days in accordance with 2015 CBA 2. LAA EE hired prior to 12/1 will continue to follow the 180 calendar days in accordance with company policy 3. If hired after will follow 180 calendar days in accordance with the 2015 CBA
	D – No sick or vacation accrual or usage until	Discuss	See A comments

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	completion of probation, at which point accruals are retroactive to date of hire		
	Article 5 – Shift Trades for probationary employees after 120 calendar days	Discuss	1. See A comments
Article 23 Uniforms	Entire Article	Status quo until new uniform issued	Agreed
	D – Uniform Credit	First uniform credit issued on 1/1 of the year following new uniform	Agreed
Article 24 – Shift Definitions and Premiums	Entire Article	12/7/15, except: <ul style="list-style-type: none"> • Language premium for LAA airports and Premium Services • Shift differential for LAA based on employee schedule and paid for all worked hours until migration to Workbrain 	Elimination MPR completed 12/7 12/1 to 12/6 discussion
Article 25 – Grievance Procedure	Entire Article	Agreed See comments	Any grievance filed before 12/1 would follow the old CBA grievance procedure (2005) .Any that are filed 12/1 forward would follow the new CBA grievance procedure. LAA-any new grievance will be under the rules of the new CBA
Article 26 Systems Boards	Entire Article	Discuss	Same as article 25 see comments above Quarterly board- asap the parties will agree on 4 neutrals and they will sit for a calendar quarter: parties will agree with the arbitrators on the dates availability: parties will agree to pre-quarterly board meetings 45 days prior to quarterly board
Article 27 – Insurance	A – Life Insurance	Discuss	

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
Retirement and Other Benefits			
	B – Medical and Dental Plan	1/1/2017	
	C – Disability coverage	Discuss	
	D – Retiree Health Care	Discuss	
	D4 – 7 – LUS Sick Retirement <ul style="list-style-type: none"> • Transition of sick retirement • Elimination of accrual • Change to hours that are deducted 	Discuss	
	E – Retiree Life Insurance	Discuss	
	F – Non-Incorporation	Date of ratification	
Article 28 Retirement Plan	A – All employees will participate in AA plan	No later than 1/1/2017	
	B – Auto-Enrollment	1/1/2017	B.1 Linked to the movement of the AA 401k plan. New hires will be auto enrolled B.2 Current LAA, LUS will not be auto enrolled until 1/1/2017 along with the transfer to the AA 401k plan B.3 Elections will follow them with the transition to the AA plan. Will not adjust current election
	C.1 – Employer Contributions – LAA employees	Date of ratification	Agreed
	C.2 – Employer Contributions – LUS employees <ul style="list-style-type: none"> • 3% 	Date of ratification through 12/31/15 Discuss	Agreed
	C.3 – Employer Contributions – LUS employees <ul style="list-style-type: none"> • Matching up to 5.5% 	1/1/16	LUS EE will move to 5.5% matching at 1/1/2016. The elections that the EE has on file will continue and the employee has the ability to adjust the election. Agreed
	D – Eligibility E – Vesting	Discuss	D.1 LAA Current effective DOR D.2 LUS Current DOR

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
	F – Company right to amend plan G – Plan is not incorporated into agreement		D.3 1/1/2016 D.4 At the time of transition to AA plan 1/1/2017. Transfers options TBD D.5 1/1/2017 E.1 DOR E.2 DOR E.3 DOR E.4 DOR E.5 1/1/2017 F- DOR G- DOR
Article 29 Training Travel Pay and Meal Per Idem	A – Employees required to successfully complete training programs	Date of ratification (no change)	Agreed
	B- One opportunity to retest or repeat training program	Date of ratification	Agreed
	C – For RIF employees, one opportunity to retest or repeat training	At the same time as Article 12 - Reduction in Force Discuss	At the same time as article 12
	D - Shift or day off adjustment for training, max of 3 hours for shift extension E – If more than 3 hours, employees bid by seniority	At the same time as scheduling provisions of Article 5 – Hours of Service Discuss	Training that is bid and scheduled after 1/1/2016
	F – Compensation for Training G – Compensation for Travel Time, including HBRs traveling into the office	Discuss	1. Program changes in Workbrain 2. 3. G-HBR would be 1/1/2016 4. F,G, 2/15/2016 5. H we need to determine the release date
	H – Meal Per Diems	TBD	Meal Per Diem is a process change for LAA

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
			LUS-WB rates would need to be updated. 2/15/2015(Jan to confirm)
	L – Lodging – single rooms	Date of ratification	Agreed
Article 30	Safety Committee	Implemented by 2/1/2016	A and B DOR C-2/1/2016
Article 31	Part-Time Employees	Discuss	A-DOR B-Same time as article 5 for airports. Res March 2016 bid
Article 32 Call Monitoring	Entire Article	2/1/2016	Would need to be implemented at the same time across legacy companies
Article 33 Union Dues	Entire Article	Discuss	
Article 34 General and Miscellaneous	A – Personnel records	Discuss	
	B – Bulletin boards	Discuss	
	C – Travel privileges same as other Co employees	Date of ratification	
	D – Psgr Svc considered for vacancies outside the bargaining unit the same as other employees	Discuss	
	E – Paid parking	Date of ratification	
	F – Paychecks on Federal Reserve Bank holidays	Date of ratification	
	G – Paychecks on every other Friday	Date of ratification	
	H – Complimentary and complaint letters in file	Discuss	
	I – Employees required to keep company informed of status, address, etc. J – Breakrooms and lockers K – Provide employees with a copy of the agreement L – Private work location for union representations	Date of ratification	
	M – Securing of SIDA badges	Discuss	
Article 35 – Amendments to the Agreement	Entire Article	Date of Ratification	

ARTICLE	PARAGRAPH	IMPLEMENTATION	COMMENTS
Article 36 – Compensation	Entire Article, except as noted below	12/7/15	
	D – Step progression on the employee’s pay anniversary date	Discuss	
	E – Pay Scales – Out year increase effective date	12/1 of each year	
Article 37 Duration	Entire Article	Date of ratification	