



## ***AIR TRANSPORT*** ***DISTRICT LODGE 142***



March 18, 2019

File: 3-18

**2019-34**

## **EXPRESSJET UPDATE**

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Sisters and Brothers:

Your negotiating committee is pleased to announce that the International Association of Machinists and Aerospace Workers (IAM) representing nearly 1,000 flight attendants, and ExpressJet Airlines have reached a new tentative labor agreement.

As in the previous tentative agreement, the overall value of the four-year accord maintains its status as the leading regional airline contract for flight attendants. Your negotiating committee unanimously recommends a YES vote on this contract, as the tentative agreement will be presented to the membership for a ratification vote.

Despite a significant wage disparity, this tentative agreement brings all ExpressJet Flight Attendants under a single pay scale and parity is achieved as of Date of Ratification (DOR).

Your negotiating committee was also able to maintain the six-month early opener achieved in the last TA in order to take advantage of the major growth projected by ExpressJet.

### **Job Security**

- No furlough LOA through October 31, 2019 for ERJ and CRJ flight attendants.

### **Healthcare**

- Maintained current plans at the same or better costs
- Richer ERJ plans available to CRJ flight attendants
- Current ERJ health insurance plans at current premium share guaranteed for life of the contract for all flight attendants

### **Wages**

- All flight attendants will receive increases and will be on the same pay scale as of DOR
- All eligible ERJ flight attendants on the seniority list at DOR will receive a “snap back” settlement minimum payment of \$1700
- \$42.42/hour top of scale by end of the contract

### **Other**

- Improved Holiday Pay (ERJ & CRJ)
- Improved Incentive Pay (ERJ & CRJ)
- Improved Deadhead Pay (ERJ)
- Improved 401(k) Contribution (ERJ)
- Higher Minimum Monthly Guarantee (CRJ)
- Improved Commuter Clause (CRJ)
- Higher Uniform Bank (ERJ & CRJ)
- Improved Reserve MMG from last TA

See highlight sheets and the full-text tentative agreement

**Link to Tentative Agreement**

<http://www.iamdl142.org/wp-content/uploads/2019/03/JCBA.3.18.2019-FINAL.pdf>

**Link to CRJ Highlights**

<http://www.iamdl142.org/wp-content/uploads/2019/03/CRJ.highlights-Word-Final-March-2019-1.pdf>

**Link to ERJ Highlights**

<http://www.iamdl142.org/wp-content/uploads/2019/03/ERJ.highlights-Word-Final-16Mar19.pdf>

Informational sessions discussing the agreement are scheduled from March 15 - April 5 in all crew rooms. In addition to the Informational session, members will be able to vote at any base and at a location in Atlanta on March 31 to April 5, 2019, from 8am-5pm local time. If you do choose to vote out of base, a challenged ballot will be used to be reconciled at the count. Results will be announced the week of April 8th.


**Link for voting locations and informational sessions.**

[http://www.iamdl142.org/wp-content/uploads/2019/03/Ratification.Calendar.final\\_.pdf](http://www.iamdl142.org/wp-content/uploads/2019/03/Ratification.Calendar.final_.pdf)

Your negotiating committee believes that this contract is proof that we are a force to be reckoned with and is an example of the true power we possess as a single, united workgroup. We can now move beyond this very difficult time since our merger and advance into a future of growth and stability.

In solidarity,

  
Sara Gonzales  
**GENERAL CHAIR**

  
Marche' Johnson-Cooper  
**SPECIAL REPRESENTATIVE**

SG/slb

cc: S. Pantoja  
J. Tiberi  
T. Klima  
DL 142 E-Board

opeiu #277

**POST ON ALL IAM BULLETIN BOARDS**