



ExpressJet JCBA 2019 ERJ Highlights

ERJ Improvements	
Compensation & Benefits	<ul style="list-style-type: none"> • No furlough guarantee through October 2019 • Maintained 80 hour guarantee for all FAs • Health Insurance plans and cost share maintained and contractually guaranteed • ERJ FAs will receive a Snapback Payment – the minimum payment will be \$1700 dollars per ERJ FA as of date-of-ratification • Increase top of scale rate to \$42.42 at DOS +3 • Increased 401k match for FAs w/ less than 10 yrs seniority • 100% Deadhead pay • Incentive pay rates calc'd monthly rather than quarterly after 95 hours • No maximum on incentive pay hours • Vacation no longer have to purchase flex week • Added July 4th, Thanksgiving Day, Christmas Eve, and New Year's Eve holidays for holiday pay (4 more holidays up to an extra \$480.00) • 5 hours paid sick time accrued for those flying over 80 hours • Ability to keep medical insurance at active rates for the first 6 months of medical leave
Scheduling	<ul style="list-style-type: none"> • Guaranteed +4 coverage for 22 days in each base to begin ILIW • Long Call Reserve = no more short call 24 hour reserve. Will have 10 hours notice to show time • Short Call Reserve = reserve period 12 hour call out with a 2 hour report • Max of 5 ARC/Ready Reserve periods per month • Improved ARC pay 5 hours pay or hours flown for the day instead of the entire trip • Reserves will be able to trade trips with each other • Reserves will be able to trade days via Sked+ • Reserves may be released via computer instead of calling • Addition of bad day/worse day trades for reserves • Jetway trades
General	<ul style="list-style-type: none"> • Commuter Clause: Flights no longer have to be 1-hour prior to show time and ability to use any airline (if commuting on another airline we no longer have to present boarding totals, just boarding pass/jumpseat form)



Other Notable Changes:

- More flexibility in bidding with PBS - you will get to build your own line and be bidding on trips rather than an entire line. Implementation not to begin until at least 10 months after ratification.
- Lineholders will have a minimum of 11 days off in 30 day months and 12 days off in 31 day months but the average days off, historically are much higher with PBS than line bidding.
- Reserves will have a minimum of 10 days off but bidding with PBS it is possible to be awarded more than the minimum.
- OJI bank will no longer be accrued, however nobody will lose what has already been accrued.
- Able to trade down to as low as 30 hours per bid period.
- Catastrophic sick bank will no longer be accrued, however the seven (7) people who currently have a catastrophic sick bank will not lose what they have already accrued.
- Medical Leave will be limited to 4 years or the length of active service, whichever is shorter. However, anyone on a current Medical Leave will still be able to stay out on Medical Leave for 5 years or the length of active service, whichever is shorter.