



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



2021-53

November 12, 2021  
File: JET – 18

## Jetstream Tentative Agreement Reached

Sisters and Brothers:

A Tentative agreement has been reached with IAM and Jetstream. Tammy Harrington and I discussed changes including wage increase and added a new quarterly bonus. The TA will go through December 31, 2023.

Below are the changes for the new TA:

### Article 18 – Wages

The following shall be the regular rate of pay for all Leads and Cleaners:

Length of Service	1/1/2019 9/19/2021		1/1/2020 1/1/2023		1/1/2021	
	Cleaner	Lead	Cleaner	Lead	Cleaner	Lead
New Hire	\$11.00 \$15.00	\$12.25 \$16.25	\$12.00 \$15.50	\$13.25 \$16.75	AZ Min Wage*	AZMW+ \$1.25
After One Year	\$11.50 \$15.50	\$12.75 \$16.75	\$12.50 \$16.00	\$13.75 \$17.25	AZMW+ \$0.50	AZMW+ \$1.75
After Two Years	\$11.75 \$15.75	\$13.00 \$17.00	\$12.75 \$16.25	\$14.00 \$17.50	AZMW+ \$0.75	AZMW+ \$2.00
After Three Years	\$12.00 \$16.00	\$13.25 \$17.25	\$13.00 \$16.50	\$14.25 \$17.75	AZMW+ \$1.00	AZMW+ \$2.25
After Four Years	N/A \$16.25	N/A \$17.50	\$13.25 \$16.75	\$14.50 \$18.00	AZMW+ \$1.25	AZMW+ \$2.50
After Five Years	N/A \$16.50	N/A \$17.75	N/A \$17.00	N/A \$18.25	AZMW+ \$1.50	AZMW+ \$2.75

The following shall be the regular rate of pay for all Night Shift Cleaners and Leads. The Night Shift shall be defined as any regularly scheduled shift during which the majority of hours worked by an employee are between 10:00 pm and 6:00 am:

Length of Service	1/1/2019 9/19/2021		1/1/2020 1/1/2023		1/1/2021	
	Cleaner	Lead	Cleaner	Lead	Cleaner	Lead
New Hire	\$11.50 \$15.50	\$13.50 \$17.50	\$12.50 \$16.00	\$14.50 \$18.00	AZMW+ \$0.50	AZMW+ \$2.50
After One Year	\$12.00 \$16.00	\$14.00 \$18.00	\$13.00 \$16.50	\$15.00 \$18.50	AZMW+ \$1.00	AZMW+ \$3.00
After Two Years	\$12.25 \$16.25	\$14.25 \$18.25	\$13.25 \$16.75	\$15.25 \$18.75	AZMW+ \$1.25	AZMW+ \$3.25
After Three Years	\$12.50 \$16.50	\$14.50 \$18.50	\$13.50 \$17.00	\$15.50 \$19.00	AZMW+ \$1.50	AZMW+ \$3.50
After Four Years	N/A \$16.75	N/A \$18.75	\$13.75 \$17.25	\$15.75 \$19.25	AZMW+ \$1.75	AZMW+ \$3.75
After Five Years	N/A \$17.00	N/A \$19.00	N/A \$17.50	N/A \$19.50	AZMW+ \$2.00	AZMW+ \$4.00

## Perfect Attendance Bonus

An employee who has perfect attendance each quarter will receive a bonus of \$200.00 and will be paid as follows:

The Quarters are:

January 1 - March 31	Paid on or before April 30
April 1 - June 30	Paid on or before July 31
July 1 - September 30	Paid on or before October 31
October 1 - December 31	Paid on or before January 31

- Newly hired team members need to work a full quarter in order to be included in the quarterly perfect attendance program.
- Any No Call/No Show (NCNS), early departures or clock-outs without Manager's approvals will disqualify the team member from earning the incentive bonus for that quarter.
- To qualify for the \$200 quarterly bonus, team members must be in compliance with the Attendance Control Policy (ACP). However, excused absences will not count against this program
- If a team member's last day of employment for any reason is on or before the last day in the quarter, any bonus accrued in this program will be forfeited

There will be an informational meeting, contract vote, and union sign up on Nov 18. The vote times will be 530-730a and 1400-1600.

We encourage everyone to sign up so you can participate in the vote.

Fraternally,



Carrie J. Lessley  
**GENERAL CHAIR**

CL/cg

cc: Rich Johnsen  
Edison Fraser  
Tom Regan  
DL 142 E-Board

Enclosure: Jetstream PHX 2021 Redline TA 2021

opeiu #277

**POST ON ALL IAM BULLETIN BOARDS**