



IAM Air Transport District 142

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2024 – 16

TENTATIVE AGREEMENT REACHED FOR IAM MEMBERS AT AER LINGUS

Dear Sisters and Brothers:

In October 2023, IAM District 142 leadership began talks with Aer Lingus to attain enhancements to the current Collective Bargaining Agreements. We are proud to announce that we have reached a new Tentative Agreement with Aer Lingus that includes major improvements to both contract books.

Highlights of the new agreement include:

- 2 Year Agreement that provides a 6% wage increase at date of signing that is applied retroactively back to company anniversary date in 2023 (Purple and Yellow Books)
- Additional 5% in wage increases over the duration of the agreement, applied on company anniversary dates,(2.5% in 2024 and 2.5% in 2025) for a total wage increase of 11% (Purple and Yellow Books)
- Renewed and strengthened no lay-off clause letter of understanding (Purple and Yellow Books)
- Company agrees to maintain staffing levels with no attrition (Reservations) and no staff reduction (Cargo) due to scope language changes (Purple and Yellow Books)
- Capped health and dental premium increases to 1% per year up to 23% maximum and the same plans will be offered to all US based employees (Purple and Yellow Books)
- Health and dental insurance offered to new part time employees at 2 months of completed service instead of 6 months (Purple and Yellow Books)
- Increase to the Senior Agent premium to \$3.80 per hour, including application to the Purple Book (Purple and Yellow Books)
- \$0.20 per hour increase in Pension contribution rates (Purple and Yellow Books)
- Shortening the life of disciplinary letters from 2 years to 1 year in personnel files (Purple and Yellow Books)
- Clarification of Severance Pay with the implementation of a table (Purple and Yellow Books)
- Removed lesser severance pay for “as a result of automation” language. All severance for any reason now same. (Purple and Yellow Books)
- Implementation of stair step wage increases to the wage table (Purple Book)
- Introduction of \$25 per month Stipend for home internet service for Remote Agents (Purple Book)
- Improved language for replacement of office furniture for Remote Agents (Purple Book)
- Introduced language to prevent the Company from requiring use of personal mobile phones for any company business (Purple Book)

Redline versions of both the Purple and Yellow Contract books are now available on the District 142 website at: www.atd142.org/aer-lingus/. The date for a ratification vote will be announced soon, along with instructions on how to vote. Your Shop Stewards and General Chairs are available to answer any questions or concerns you may have in the days leading up to the vote.

We would like to thank District 142 General Chairs Jeff James and Ken Coley, and Aer Lingus Shop Stewards Diane Seddio and Pam Romano for their diligence and hard work during these negotiations. We especially thank our members at Aer Lingus for your continued patience, support, and solidarity. We unanimously recommend a **YES VOTE** for this tentative agreement.

Sincerely and fraternally,

John M. Coveny, Jr.
President/Directing General Chair
IAM District 142

Jeff James
General Chair
IAM District 142

Ken Coley
General Chair
IAM District 142

JC/et al/td

cc: R. Johnsen, General Vice-President, Air Transport Territory
E. Fraser, Chief of Staff, Air Transport Territory
T. Regan, Airline Coordinator, Air Transport Territory
J. Carlson, Air Transport Coordinator
DL 142 Executive Board

POST ON ALL IAM BULLETIN BOARDS