



Summary Sheet

For the Amended International Brotherhood of Teamsters – Continental Airlines CBA for Mechanic and Related Members

September 10, 2010

This document highlights some of the most important elements of the Tentative Agreement that has been reached between the International Brotherhood of Teamsters and Continental Airlines for the Mechanics and Related craft. It is meant only to be a summary describing what the Negotiating Committee believes are some of the more important changes to the contract. **It should not be relied upon in isolation: the full Tentative Agreement should be reviewed on the IBT Airline Division website, or your local's website.** In addition, it will be mailed to each member, along with voting instructions, starting around September 17, 2010, with a ballot count in mid-October. In addition, membership meetings to discuss the Tentative Agreement will be scheduled around the system shortly.

Highlights:

- Signing Bonus LOA of up to \$6,000.00, based on longevity, to be paid on or before November 15, 2010.
- 2.5% increase in base as of 1/1/09; 2.5% compounded increase in base as of 7/1/10, with retro pay to be applied to both 1/1/09 and 7/1/10 increases and paid on or before November 15, 2010; 2.5% compounded increase as of 7/1/11; and 2.5% increase as of 7/1/12.
- An additional one million dollars in one-time bonus pay to be allocated to members on a longevity basis.
- Floating Holidays will be increased from two to four starting January 1, 2011.
- Line premium increase to \$0.30 (1/1/09); \$0.40 (7/1/11) and \$0.50 (7/1/12).
- GSE/Utility premium increased to \$2.13 as of date of signing.
- FCC Premium increased to \$3.30 on 1/1/09 and \$3.48 on date of signing.
- Taxi run-up premium \$1.00/Hr.
- Total License premium increased to \$4.25 total.
- Retirement plan LOA – CAL shall maintain CARP

- Continue present no furlough protections for the duration of the Agreement; also, maintain all current scope protections.
- Overtime: Elimination of 40 hour overtime rule.
- Temporary upgrade: will be paid at the premium rate for full shift.
- Information sharing: CAL must provide Union with readily available information regarding work performed by contractors at line stations and for GSEs.
- Arbitration: CAL and the Union Agreement to create an expedited Board of Arbitration. Also, agreements to revamp arbitration discovery procedure, and other important improvements in the process.
- Medical Leaves: 120 day accruals for unpaid medical leaves.
- Revamping of bid procedures: after ratification, all vacancies will be standard bids and posted in EBID.
- Adverse conditions: FAC with no definitive answer regarding open or closed will be considered open two hours prior to shift.
- VDAT: employees may elect to use any or all vacation as VDAT.
- Variable use option: Employees may defer up to three (3) weeks of vacation per year with no age restrictions for single lump sum severance payment.
- FMLA: agreement to revamp FMLA leave policy.
- Military Leave: Retirement protection while on Military Leave, and travel passes for Technicians and family while on Military Leave
- Non Critical Illness Leave: amount of leave increased from three to six days.
- Retiree Bridge Medical: Does not expire 18 months after Amendable Date.
- Field trips: New flat 1.75 times base rate for all hours away from station.
- Safety: Agreement to create a new System Safety Board
- Pay: Step increases will be on the first day of the pay period in which the employee's anniversary falls, starting January 1, 2011.
- Hotel expense increase, along with mileage rate for use of personal car.
- Moving expenses: increased to \$12,000 total as of date of signing.

- Health Care: CAL must share with union all health care methodologies and experience rates.
- Accident Insurance: Employees insured up \$200,000 while traveling on Field trips.
- LTD Plan: CAL will pay 50% of the premium.
- Employees who are called in late for OT will be pay protected for the entire shift.
- Job Continuation: CAL must document job continuations
- Grievance Procedure: employees must be informed that they can have representation during questioning.
- Employees procuring I.D's without loss of pay (Schedule adjusted)
- Duration: Agreement becomes amendable after 26 months (12/31/2012)
- Commuter protection LOA