

Tentative Agreement on First Contract Includes Four Raises, Other Major Improvements

Our Teamster Negotiating Committee Reached A Solid Agreement In Record Time

On Monday, November 29 our hardworking Teamsters Negotiating Committee announced it had reached a tentative agreement for our first contract. This solid agreement, negotiated at a fast pace, will put us in a strong position during the merger and when we negotiate our next agreement for a combined CAL-UAL group. We should view this agreement as an important first step toward raising our work standards.

The complete agreement and a detailed summary can be accessed at www.calfleetserviceteamsters.com

In the coming days, we will have the opportunity to vote on the proposed 30-month agreement, which is retroactive to July 1, 2010. Soon, we will put out a schedule of meetings and conference calls to give everyone an opportunity to ask questions and get clarifications about this the Tentative Agreement.

Below is a summary of the major elements of the tentative agreement:

- With the ratification of this agreement, we are no longer “AT WILL” employees;
- Enhanced grievance procedure;
- Job protection (scope) language;
- Merger and successorship protections such as wage and seniority integration;
- Scope Review Committee;
- “No furlough” Letter of Agreement;
- 10.5 percent guaranteed raises compounded over the life of the contract (30) months;
- Retroactive pay to July 1, 2010;
- Retained market adjustment of \$1;
- Profit sharing for 2010 once contract is ratified;
- Return of shift differential: 48-cent differential on swings, 54 graves;
- Longevity premium increases to a maximum of 40 cents after 20 years;
- Lead and Tow Team premiums will remain at \$1.75;
- Premium Restoration: Coordinator and Hub Ops Coordinator premium increase to \$1.75; and
- CARP (Continental Airlines Retirement Plan)—participation protected.
- Other Company wide benefits secured;
- Caps on health insurance; no increases 2011 and beyond;
- Sick-time accrual will be eight hours for full time and 4 hours for part time;
- Time off to care for sick dependent;
- Improved overtime options;
- Letter of agreement to further overtime equalization;

- Union representation on the clock;
- The right to union representation during an investigation;
- Important procedure to protest your position on the seniority list;
- Secured retiree bridge medical;
- Bumping rights in the case of reduction in force;
- Enhanced grievance procedures;
- Part-time vacation now accrued based on scheduled bid hours;
- New bid file procedures including seniority based bidding for positions within the CSA and Cargo Agent classifications;
- Variable use of unused vacation;
- An additional floating holiday bringing the paid holidays to 8;
- Day and shift trade language secured in the contract;
- Uniform allotment roll over. 50 percent of unused allotment may be rolled over per year up to a total bank of \$400; and
- Company responsible for providing adequate training opportunities.



For more information, visit www.calfleetserviceteamsters.com.

We will be scheduling meetings and conference calls to answer questions about the Tentative Agreement soon and will get you dates and times. If you have any questions before then, contact our hotline, (877) 589-4951 or call an organizer or Business Agent (a complete list is at the "Contact Us" section of the website). Also, visit our Facebook page, CAL Fleet Service Teamsters.