



CWA Local 3640

Collective Bargaining Implementation Update

December 16, 2015

Now that the contract has been ratified CWA and IBT have been meeting with the company to come to an agreement on the implementation of the agreement which will be done in phases as the computer systems for American cannot be programmed to accommodate all the changes immediately.

The increase in Base wages went into effect for all employees on December 7. The negotiated wage increase will be in your paycheck the week of December 24.

The increase in Premiums was effective on December 1, however, the antiquated systems could not accommodate the change. The system does recognize the change effective December 7. Time and a half overtime wages will be paid to you as they should be.

We agreed to a one time lump sum settlement for the premiums and overtime from December 1 to December 6. The lump sum is \$12.65 per person. This will be paid in your check sometime in late January or early February.

The Article 2 Change in Control grievance settlement provides payments of \$1,000 for each full time employee and \$500 for each part time employee who was on the payroll as of December 9, 2013 and remains on the payroll today. You will receive your Change in Control Settlement of \$500. or \$1,000. during the last pay period of January or the first pay period of February.

We will send reports on further implementation items when they are available. I have attached the implementation schedule. Should you have any questions, please contact your staff representative or send us an email.

Wishing you and your family a Happy and Safe Holiday Season!

CWA-IBT JCBA IMPLEMENTATION