

Attachment D Effective 1-1-2012

Snap Backs Snap Back Date Snap Back To

1. Sick Leave and Pay 12/31/11 CBA as of 12/13/1999 **(12 Days at Full Pay)**
2. Holidays back to 10 12/31/11 CBA as of 12/13/1999 **(10 Days)**
3. Premiums - Shift and Job CBA as of 12/13/1999 **(See Below)**

Article 24 – Shift definitions and Premiums – Page 92

A. Shifts are defined based on the scheduled starting time, as follows:

1. **Shift 1:** Employees scheduled to report to work at or after 0500, but before 1200, are on Shift 1. There is **no shift premium** paid for work beginning at or after 0500, but before 1200.
2. **Shift 2:** Employees scheduled to report to work at or after 1200, but before 1800, are on Shift 2. Effective December 31, 2011, employees on Shift 2 are paid Shift 2 rates for the entire shift. **The Shift 2 rate is 51 cents per hour.**
3. **Shift 3:** Employees scheduled to report to work at or after 1800, but before 0500, are on Shift 3. Effective December 31, 2011, employees on Shift 3 are paid Shift 3 rates for the entire shift. **The Shift 3 rate is 58 cents per hour**
4. Effective December 31, 2011, Customer service open-time employees, **Reservations Relief Team** employees and employees working split-shifts shall be paid a relief shift premium of **61 cents per hour**. Such premium will apply to all regularly scheduled hours worked during the workweek. **(We currently do not have a Relief Team)**

4. Travel, training and per diem 12/31/11 CBA as of 12/13/1999

Article 29 – Page 108

5. Holiday premium hours worked 12/31/11 CBA as of 12/13/1999 **(Option 1)**
Article 19 – Holidays – C.1 / The ability to choose Option I Page 79
6. Holiday Option II and Pay 12/31/11 CBA as of 12/13/1999 **(Bid 2 Weeks)**
Article 19 – Holidays – C.2 / The ability to bid 2 weeks in lieu of Pay Page 80
7. Customer Contact Premium (increase) CBA as of 12/13/1999 **(.30 Cents)**
Article 36 – Compensation – I Page 122
Article 36 – Compensation – G .. CSD premium will be .61 cents Page 122

8. Vacation Accrual/Schedule 12/31/11

When employees begin their Monthly Accrual Maximum Yearly Accrual

1st year of service 1.0 day 10 days
10th year of service 1.5 days 15 days
20th year of service 2.0 days 20 days
25th year of service 2.5 days 25 days

