



AIR TRANSPORT



DISTRICT LODGE 142

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2010-52

June 9, 2010
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IAM / BAHAMASAIR TENTATIVE AGREEMENT REACHED

As communicated in the last bulletin, the parties met again for negotiations at the National Mediation Board on May 26 and 27 in Washington, DC. Present for the Company were Cornel Mortimer, Director of Human Resources, Keith Archer, Industrial Relations Consultant, and Jerry Glass, Company Labor Consultant. Present for the Union were Tom Higginbotham, President/Directing General Chairperson, James M. Samuel and Sean Ryan, General Chairpersons.

After 18 months of negotiations of which 12 months were conducted under the auspices of the National Mediation Board, a tentative agreement has been reached between the parties. The new 3 year agreement has an amendable date of December 31, 2011. While many of you know that Neko Grant, Minister of Works and Transport reported in the Bahamian House of Assembly that there is a three year wage freeze, his information is not factually correct. The open issue concerning the way Bahamasair has treated your pay is not resolved and remains subject to Arbitration. This tentative agreement reflects the current state of this carrier and the details are as follows:

- A higher level of accountability for the posting of new rules and regulations
- Increase in the use of part-time employees from 33% to 50% of staff
- 1 ½ hours pay and a day off in lieu for holidays worked on scheduled day off
- Additional day off in lieu of holiday pay when not worked
- Increase in travel per-diem
- Added language referencing Federal law and FMLA
- Added Medical and Personal leaves of absence
- Improved grievance procedure
- Improved attendance guidelines
- Pay freeze from the date of signing through term of Agreement
- Guaranteed contractual severance if Company discontinues operations

A complete package containing all of the changes will be sent to your Shop Stewards in MIA and FLL for duplication and dissemination. Ratification meetings will be conducted in MIA and FLL during the week of June 21, 2010. Watch your bulletin boards for the specific date, time and location of the ratification meetings. With best wishes we remain,

Sincerely and fraternally,

James M. Samuel Sean Ryan
GENERAL CHAIRPERSONS

Karen Sherman Shannon Henfield
NEGOTIATING COMMITTEE MEMBERS

JMS/slb

cc: R. Roach, Jr.
S. Pantoja
T. Brickner
DL 142 Executive Board

opeiu #320

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