



Continental Airlines Negotiation News

The Union advised the company that we intend to review, discuss, clarify, amend and update as necessary the following Sections of the Agreement.

Section 1 - Recognition, Scope, Successorship and Mergers

- Discuss and review provisions of this section

Section 2 - Definitions

- Airport Alert
- Block to Block
- Domestic Partner
- Flight Time Credit
- Foreign Language Base
- ISM
- Per Diem
- Reserve
- Scheduler/Crew Coordinator
- Improve and Amend as Necessary

Section 3 - General

- Pass Provisions
- Passport/Visa Provisions
- System Seniority List Provisions
- Lounge Provisions
- Bulletin Board Provisions
- Flight Attendant Mailbox Provisions
- Parking Provisions
- Deadhead Provisions
- Crew Break Provisions
- Crew Meal Provisions
- Improve and Amend as Necessary

Section 4 - Compensation

- Base Pay and Incentive Pay Rates
- Special Qualification Pay
- Overrides
- Reserve Guarantee
- Pay/Paycheck Voucher Provisions
- Rigs
- "Overs" Protection
- Pay Guarantee
- Improve and Amend as Necessary

Section 5 - Scheduling

- Line Construction Provisions
- Reduce Deadhead
- Reduce Sit Time
- Mixed destination lines
- Red Eye turn construction
- Move up line Provisions
- Hours of Service Provisions including Duty Limitations and Rest Periods
- Reduced Flying Provisions
- Bidding on Schedule Provisions
- Month to Month Line Adjustment Provisions
- FLS Provisions
- Adding, Dropping or Trading Trip Provisions
- Open Time Provisions
- Reserve Duty Provisions
- Red Flag trip pay
- Layover notification
- Variable staffing / bidding
- Voluntary Reserve
- Carry over trading
- Adjustment restrictions
- No carry over R days
- FAs choose what trips dropped for vacation
- Improve Drafting Provisions
- Loss of Flight Time Provisions
- Notification Provisions
- Waiving of Limitations Provisions
- Improve and Amend as Necessary

Section 6 - Required Meetings and Training

- Restore/Required Meetings and Training Provisions
- Improve and Amend as Necessary

Section 7 - Traveling Expenses

- Accommodations Provisions
- Transportation Provisions
- Per Diem Provisions
- Free Internet Layovers
- Hotel Gainsharing Provisions
- Improve and Amend as Necessary

Section 8 - Vacation

- Restore/Vacation Provisions
- Vacation Accrual Provisions
- Vacation Pay Provisions
- Vacation Administration Provisions
- Vacation “Fly-Through” Provisions
- Flex Vacation Provisions
- Vacation Payments Upon Termination Provisions
- Improve and Amend as Necessary

Section 9 - Sick Leave

- **Restore Sick Leave Accrual and Bank Usage**
- Sick Leave and Occupational Injury Provisions
- Sick and Occupational Injury/Catastrophic Bank Accrual/Withdrawal Provisions
- Rapid Re-Accrual Provisions
- Travel on Sick Leave
- Make Up of Sick/Occupational Injury Leave Bank Provisions
- Medical Verification Provisions
- Occupational Injury Administration Provisions
- Improve and Amend as Necessary

Section 10 - Medical Examinations

- Medical Examination Provisions
- Improve and Amend as Necessary

Section 11 - Alcohol and Drug Testing

- Alcohol and Drug Testing Provisions
- Random Testing Provisions
- Improve and Amend as Necessary

Section 12 - Filling of Vacancies

- Filling of Vacancies Provisions
- Base Transfer Provisions
- ISM Provisions
- Improve and Amend as Necessary

Section 13 - System Furloughs, Base Reductions, and Base Closures

- System Furlough Provisions
- Base Reduction Provisions
- Base Closure Provisions
- Relocation Provisions
- Furlough Pay Provisions
- Improve and Amend as Necessary

Section 14 - Leaves of Absence

- Leave of Absence Provisions
- Company Offered Leave Provisions
- Medical Leave Provisions
- Improve Military Leave provisions
- Improve Funeral Leave Provisions
- Emergency Leave Provisions
- Jury Duty Leave Provisions
- Union Leave Provisions
- Improve and Amend as Necessary

Section 15 - Uniforms

- Point System Provisions
- Improve Luggage Provisions
- Improve Coat Provisions
- Alteration reimbursement improvements
- Establish Uniform Committee
- Improve and Amend as Necessary

Section 16 - Seniority

- Seniority Retention and Accrual
- Management Accrual of Seniority
- Improve and Amend as Necessary

Section 17 - Personnel Files

- Personnel File Provisions
- Customer Complaint Provisions
- Personnel File Access Provisions
- Improve and Amend as Necessary

Section 18 - Investigations

- Restrictions on information shared with customers
- Scheduling tapes provisions
- Reasonable representative notification
- No harassment
- Improve and Amend as Necessary

Section 19 - Grievance Procedures

- Discipline and Settlement Provisions
- Strict time limit provisions
- Grievance Remedy
- Improve and Amend as Necessary

Section 20 - System Board of Adjustment

- Review and discuss to amend as necessary

Section 21 - Jobsharing

- Improve accrual provisions
- Improve credit provisions
- Improve and Amend as Necessary

Section 22 - Partnership Flying

- Increase Partnership flying
- Improve and Amend as Necessary

Section 23 - Non Flying Duties

- Improve and Amend as Necessary

Section 24 - Benefits

- Benefits Provisions
- 401K Match Provisions
- Continental Airlines Retirement Plan Provisions
- Retirement Benefits
- Medical Bridge
- IAM National Pension Plan
- Improve and Amend as Necessary

Section 27 - Duration

- 1 Year

Letters of Agreement

- Review , Amend and Update as Necessary