



AIR TRANSPORT
DISTRICT LODGE 142



April 1, 2011

***ExpressJet Flight Attendants
Restoration of Days Off Settlement***

We are happy to announce that we have reached a settlement with the company regarding restoration of lost days off.

A copy of the settlement is attached to this bulletin. If you have any questions, or need assistance please contact your local representatives:

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In solidarity,

Kate Romanusky
General Chairperson

For a period of eight (8) months covering the February 2011 bid period through the August 2011 bid period the Company will restore lost days off as follows.

1. A lineholder with 12 or more days off following the loss of a day off because of a reassignment or drafting will be paid for the lost day off or have that day off restored and be paid 100% for the credit time.
 - a. If the lineholder chooses to be paid for the lost day off, she/he will be credited with 4 hours or actual credit time for the day, whichever is greater, at 150% of the applicable hourly rate and such credit will be add pay.
 - b. If the lineholder chooses to have the day off restored, it will be in accordance with 4 below.
 - c. If the lineholder fails to notify the Company of her/his choice, she/he will be paid for the lost day off.
2. A lineholder with less than 12 days off following the loss of a day off because of a reassignment or drafting will be paid for the day off lost and have the day off restored.
 - a. The lineholder will be credited with 4 hours or actual credit time for the day, whichever is greater, at 150% of the applicable hourly rate and such credit will be add pay.
 - b. Restoration of the lost day off will be in accordance with 4 below.
3. A reserve flight attendant that loses a day off because of a reassignment or drafting will be paid for the day off lost and have the day off restored.
 - a. The reserve flight attendant will be credited with 4 hours or actual credit time for the day, whichever is greater, at 150% of the applicable hourly rate and such credit will be add pay.
 - b. Restoration of the lost day off will be in accordance with 4 below.
4. Restoration of lost days off will be handled as follows:
 - a. A flight attendant must submit 2 choices to Crew Scheduling to replace a lost day off within 3 calendar days of the lost day.
 - b. If multiple days off were lost a flight attendant must submit a number of choices to replace the lost days off that is 1 greater than the number of lost days off. For example, a flight attendant who loses 2 days off must submit 3 choices to Crew Scheduling
 - c. All requests for the restoration of lost days off will be submitted via email to crewRDO@expressjet.com
 - d. A restored day off will not decrease line value, Add Pay, and/or minimum monthly guarantee (MMG).
 - e. If a flight attendant submits a request for and the Company is unable to restore a lost day off in the current bid period all of the following will apply:
 - i. A flight attendant will be paid 10 hours of Add Pay at regular rates for each day not restored

- ii. A flight attendant will be given 1 additional vacation day in the following year for each day not restored
 1. Additional vacation days will be added as a single block to the end of any vacation period the flight attendant currently has awarded up until the Initial Line Improvement Window of the bid period during which that vacation period is located, provided such vacation days do not overlap any days that have been scheduled for required training with a flight attendant in her/his grace month.
 2. In the event the additional vacation days touch an existing trip on the flight attendant's awarded line, such trips will be dropped in their entirety with no reduction to the flight attendant's MMG.
 3. In the event the flight attendant leaves the Company for any reason before taking her/his additional vacation day, she/he will be paid the value of the vacation day, 3.0 hours at her/his applicable hourly rate and such credit will be add pay.
- iii. Unless a flight attendant is in her/his training grace month, selection of a day off to be restored will not be denied due to conflicting recurrent training.

5. During the period of this agreement, February 2011 through August 2011, improvements on the restoration terms in MOU 22 between the Company and the ExpressJet pilots that are provided to ExpressJet pilots also will be provided to the ExpressJet flight attendants.

All other terms in the Collective Bargaining Agreement apply. The parties mutually agree to this settlement and it shall be on a non-precedential, non-referral basis. Neither party shall reference the facts giving rise to this case except for the purposes of enforcing the remedy granted.