



ExpressJet JCBA 2018 CRJ Highlights

CRJ Improvements	
Compensation & Benefits	<ul style="list-style-type: none"> • Integrated seniority list no furlough guarantee through October 2019 • 17% reduction in National PPO plan premium rates (annual savings of \$441-\$1,123). Current insurance plans will still be available in addition to richer ERJ plans available at decreased cost • Increased company matching on 401(k) plan for FAs with less than 8 years seniority • Immediate pay increase in pay scale with a \$42.42 hr top of scale wages at DOS +3. Pay parity achieved • 80 guarantee for all FAs • Minimum 5 hours credit for Ready Reserve shift • Addition of Holding Pay • Incentive pay rates of additional \$5 per hour for all hours worked over 95 hours/month • Improved holiday pay based on TAFB instead of flight hours • More paid sick time accrued for those credited with at least 40 hours/month • Higher maximum sick bank of 640 hours • Increased maternity time off • Increased FMLA to 90 days per rolling calendar year • Moving expenses increased to up to \$10,000 • Up to \$500 in reimbursements to cover expenses of the displacement such as crash pads or transportation • Increased uniform bank to \$325 annually w/the ability to rollover 1 year, \$75 alterations bank
Scheduling	<ul style="list-style-type: none"> • Improved PBS rules • 11 minimum days off in a 30 day month and 12 days off in 31 day months for for Lineholders • Month to month part-time (Job Share) option available in addition to the Part-Time Program • Improved immovable days off (GDO) language for Reserves • Restored days off for all lineholders and reserves who are rolled into a day off • Up to 12 hours prior will be able to trade or pick-up trips from RSV • Ability to do bad day/worse day trades for lineholders and reserves • Ability to do jetway trades • No more unpublished trips • Reserves may be released via computer instead of calling • Aggressive trip pick ups available for reserves • Ability to drop/trade down to 30 credit hours per month • Extensions (Drafting) will be seniority based • Shorter scheduled and actual duty days - 13:30 scheduled and 15:30 actual
General	<ul style="list-style-type: none"> • 16 Commuter Clause instances available per year • Addition of a Ground Commuter Clause

Other Notable Changes:

- Line bidding until PBS implementation schedule of a minimum of 10 months
- Duty Rig & Min Day Credit will be replaced with Trip Rig.
- Initial trading will now be first come first serve rather than seniority based.
- Medical Insurance at active rates will be available for the first 6 months of an unpaid Medical