



AIR TRANSPORT



DISTRICT LODGE 142

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ExpressJet CRJ Preferential Hire Q&A

Sisters and Brothers:

The IAM and the company negotiated LOA #17, in November of 2017, to provide an option for Flight Attendants to maintain employment. The company announced today that CRJ Flight Attendants will have the option to be preferentially hired to vacancies under the ERJ operation.

Below is a Q&A to help CRJ flight attendants that elect this option to understand the provisions of the LOA.

What is a preferential hiring program?

The preferential hiring program provides an opportunity for CRJ Flight Attendants to fill vacancies in the ERJ operation upon successful completion of Transition training.

Will I have to attend training if I elect to participate in the preferential hiring program?

Yes, there is a FAA approved Preferential Transition Training. Further training details will be available as soon as they are finalized following the preferential hiring program election deadline.

What happens if it's been a year or more since I've attended RGT training?

Flight Attendants will have to attend focus training as well as RGT training to become current. Further training details will be available as soon as they are finalized following the preferential hiring program election deadline.

What happens to CRJ accrued and awarded vacation for 2019 under the preferential hiring program?

Accrued and awarded vacation should have been paid out by the company. Awarded vacations will transfer with the Flight Attendants working under the ERJ operation.

Will Flight Attendants who participate in the preferential hiring program keep their pass travel privileges?

Yes, Flight Attendants who are participating in the preferential hiring program will continue to have access to United's pass travel privileges using their accrued Company seniority.

What happens to my sick leave balance while participating in the preferential hiring program?

The sick leave hours will transfer with you and will be available for use subject to the terms of the ERJ Agreement and the Flight Attendant Handbook.

What happens with health and welfare benefits while participating in the preferential hiring program?

If you are currently enrolled, your benefits will remain active. Once preferentially hired, you will have the option to enroll in the benefits program.

Will Flight Attendants who participate in the preferential hiring program be able to utilize the 401(k)-plan account?

Yes.

How will you determine where Flight Attendants who participate in preferential hiring program will be based?

The Company will provide Flight Attendants the opportunity to express their interest in open bases and preferences will be granted based on seniority and operational needs.

How will seniority be handled while participating in the preferential hiring program?
Flight Attendants participating in the preferential hiring program will retain and accrue their CRJ seniority. Seniority for bidding purposes in the ERJ operation will begin on the day you become active.

If I elect to move to my new base will I receive moving expenses?
Yes.

Will I be on probation under the preferential hiring program? CRJ FA's hired under the Preferential Hiring Program will not be on probation.


What happens to any discipline/occurrences that are currently on my record?
If you are on a step of discipline or have any occurrences, they will remain in place.

ERJ Reserve Guide: https://atd142.org/wp-content/uploads/2017/08/Reserve.Guide_.pdf


ERJ Quick Reference Guide: <https://www.iam2339n.org/erj-contract-quick-reference-guide>

ERJ CBA: https://docs.wixstatic.com/ugd/291feb_43cea660f76e4fab866dec61cb322be0.pdf

Your IAM leadership is dedicated to minimizing the impact to our Flight Attendants and will continue to protect your rights under the CBA throughout this process. Please contact your IAM Grievance Representatives for any questions you may have. You may also contact me at mjohnson-cooper@iamDL142.org or 770-403-1076 or Sara Gonzales at sgonzales@iamDL142.org or 281-827-3965.


Sara Gonzales
GENERAL CHAIR

In solidarity,


Marche' Johnson-Cooper
SPECIAL REPRESENTATIVE

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