



# AIR TRANSPORT

## DISTRICT LODGE 142



January 15, 2020  
File: BA-18

2020-7

## IAM / BRITISH AIRWAYS

### IMPORTANT INFORMATION

As a part of the recently ratified Collective Bargaining Agreement (CBA), the Company agreed to offset the requested savings through the implementation of previously agreed upon language concerning an “overtime qualifier” that was never exercised. This provision came from the prior negotiations and was ratified in the CBA from 2014.

Recently the Company released some guidance that is not consistent with the previously agreed upon language. This was immediately caught by a few stations just before the holidays. Through research with the help of GLR Mike Manzo, we were able to quickly forward all of the related paperwork, emails and communications to the Company highlighting the issue and their error with respect to part-time employees. Now that the holidays have passed, we are awaiting a response from the Company concerning this to determine the next step.

The relevant language states *“Part-time Employees: A part-time employee who works his/her weekly shift pattern, will continue to earn overtime on a daily basis. If a part-time employee does not work his/her shift pattern (through rostered shifts and/or day trades) the employee must have 40 REG or OT1.0 hours in a work week before any hours are paid at OT1.5 and OT2.0 and the process will work as per the full-time process above.”*

In other words, if a part-timer uses sick time in any given work week (*“does not work his/her shift pattern (through rostered shifts and/or day trades)”*), they then have to get to 40 hours to get to premium pay. For all part-timers, please be vigilant in that your pay going back to the date of ratification (DOR) of November 20 may have been impacted by the Company’s mistake. If you have any additional questions or issues concerning this, please reach out to your Shop Steward so we are aware of the information.

Sincerely and fraternally,

James M. Samuel  
GENERAL CHAIR

JMS/slb

cc: S. Pantoja  
J. Tiberi  
T. Klima  
DL 142 Executive Board

opeiu #277

**POST ON ALL IAM BULLETIN BOARDS**