

FEBRUARY ROLL OFF

In addition to the record improvement provision of our collective bargaining agreement, your Union negotiated a bonus incentive to the normal point roll off. This was meant to be a sort of helping hand to those who for one reason or another may have encountered tough times but are sincerely trying to avoid point trouble. Here's how it works...

On the last day of February of each year, if your point total is anywhere from 0.5 through 3, that point total will automatically go down to 0. Those who stand with a point total higher than 3 will not be affected. If you qualify for this deduction, your point total will go down to zero, but this change will in no way disrupt the normal "record improvement" process that brings you down two points for each three months without a chargeable occurrence. Example—

- 👉 Johnny Ramper sits pretty at -1 point.
- 👉 Because of a bid change that he had forgotten all about, he sustained a no show on January 4, bringing his point total to +1. Johnny is determined not to make any more mistakes like that.
- 👉 On February 28, his point total automatically goes down to 0 because of the "roll off" provision.
- 👉 On March 7, Johnny gets sick and has to miss 2 days of work; however, he brings a doctor's note on his first day back and, therefore, sustains no points due to that illness.
- 👉 On April 5, exactly three months after his last CHARGEABLE occurrence on Jan 4, Johnny's point total goes down to -2.

For clarification on this topic, read Article 23, Section 2, Paragraph D of your contract or discuss it with your station representative.

EARNED AWARD DAYS

By now, most of you should at least be familiar with the name of this contractual provision, "Earned Award Days." Fully understanding it, on the other hand, requires reading and re-reading this section of the

contract over and over and over again. It is true that there are quite a few qualifiers and trying to remember them all at once can be a little tricky, so here is a cheat sheet, of sorts, to assist you in figuring out how/when/if you qualify for this good attendance incentive:

- 👉 The attendance review period that applies is March 1, 2012 to February 28, 2013.
- 👉 You have 0, 1, or 2 absences during that review period. (Only jury duty and bereavement leave absences are exempt. *)
- 👉 Your point total must be -4 or -5 on February 28.

If this applies, you are entitled to 2 paid non-chargeable personal ("earned award") days to be used between March 1, 2013 and February 28, 2014. How and when you use them presents a whole other mental challenge...

- 👉 Each bid location must have a minimum of 1 day (and a max. of 5% of the total shifts for that bid location) available for the agents to take their earned award days.
- 👉 The week of Thanksgiving (Mon-Sun) and December 16 through January 3 are blacked out for EAD use.
- 👉 EADs are given on a first come, first served basis. An employee wishing to use an EAD must give at least 24 hours notice.
- 👉 All paid Earned Award Days not used by February 28, 2014 will be paid out on the March 5, 2014 paycheck.

If you are at -4 or -5 points on Feb 28 and you missed 3, 4, or 5 days during the same attendance review period mentioned above, you are still entitled to 2 Earned Award Days, but they will be unpaid.

For clarification on this topic, read Article 23, Section 2, Paragraph G of your contract or discuss it with your station representative.

**** Due to a change in Department of Labor regulations which occurred on January 16, 2009, Southwest is allowed to disqualify agents who use FMLA for 6 or more days during the March-February period from receiving their earned award days. However, this change does not affect FMLA use that runs concurrent with OJI.***