Nov. 4: The next step in the interim pay agreement is here

Tech Ops Communications
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Mechanic & Related and Stores Teams,

As we approach the next step for implementing the interim pay agreement, we want to be sure you know what to expect and where to go with any questions.

What's Happened So Far
The majority of TWU-IAM Association-represented Mechanic & Related, Stores and Fleet Service employees received a lump sum payment on Aug. 26 (which was 21 days from the date of the agreement signed Aug. 5). This payment was an estimate of the number of hours you would work during the first 90 days of the agreement, or specifically, Aug. 5 through Nov. 3. For more information on how the lump sum was calculated, see the information here on Jetnet.

What Happens Nov. 4?
New pay rates are scheduled to be effective with the Nov. 4 pay date (which is 90 days from the date of the agreement). Any shift **beginning on or after** Nov. 4 will be paid at the new rate. Depending on what schedule your paychecks arrive, you will either see that new rate in your Nov. 10 or Nov. 18 paycheck.

What Happens After Nov. 4?
There will be a true-up process for some employees; the company will make sure no one is short any money owed to them.

- If your hours worked from Aug. 5 through Nov. 3 was greater than estimated in your Aug. 26 lump sum payment, the company will issue you an additional check/direct deposit (however you normally receive your pay today) to cover the difference. That payment will be equal to the amount the lump sum differed from the hours paid and will be made no later than early January, as required by the agreement.
- Additionally, if you returned from a leave of absence on or after Aug. 5 but before Nov. 4, you'll receive a check/direct deposit to cover the difference in your old rate and new rate for hours worked from the date you returned to work through Nov. 3. You will receive that payment no later than early January 2017, as required by the agreement. For information on how the lump sum will be taxed and your ability to deposit it into your 401(k), see the FAQs on Jetnet.

If you have questions about your paycheck, please reach out to Payroll Services by chat, email or phone at 800.447.2000 (choose option 6 for Payroll).