

Summary of Tentative Agreement Teamsters Local 856 & National Alamo

- 3 year term of agreement (January 1, 2021 – December 31, 2023)

Economics

- **INITIAL WAGE INCREASES** – beginning first pay period following execution of agreement

Rental Agent (CXR)

SFO Rental Agent (CXR) Hourly Rate of Pay

Hourly Rate	Year
\$23.08	0-4
\$24.08	5-14
\$25.08	15+

SJC & OAK Rental Agent (CXR) Hourly Rate of Pay

Hourly Rate	Year
\$21.15	0-4
\$22.15	5-14
\$23.15	15+

*Eliminate wage cap

Customer Service

SFO Customer Service Hourly Rate of Pay

Hourly Rate	Year
\$18.69	0-4
\$19.14	5-14
\$19.39	15+
\$20.50	

SJC Customer Service Hourly Rate of Pay

Hourly Rate	Year
\$17.68	0-4
\$18.13	5-14
\$18.38	15+

OAK Customer Service Hourly Rate of Pay

Hourly Rate	Year
\$16.83	Hired between 7/1/19 – 6/30/20
\$17.43	Hired between 12/23/18 – 6/30/19
\$17.68	Hired before 12/22/18 – 4 years
\$18.13	5-14
\$18.38	15+
\$20.50	

*Increase wage cap to \$21.50. (For employees currently at \$20, the cap will be \$21.75.)

- **COLA's**

Rental Agents (CXRs) - SFO/SJC/OAK

2022 - \$.35 increase on July 1 to base wage for Rental Agents (CXRs)

2023 - \$.35 increase on July 1 to base wage rate for Rental Agents (CXRs)

Customer Service – SFO/SJC/OAK

2021 – July 1, 2021 – 2% increase to base pay

2022 – 2% or MCO/LWO/ALWO, whichever is greater

2023 - 2% or MCO/LWO/ALWO, whichever is greater

Non-Economics

- Reduce period that warnings stay on employee's record from nine months to six months
- Sick leave cash-out and incentive pay provided with first payroll check in November (instead of at the end of the month in a separate check)
- Increase notice for changes to start time from one to two weeks and require written notice
- Requiring notice of layoff for first time to employee and Union:
 - 14-days written notice under normal circumstances

- 72 hours in the event of an unforeseeable layoff resulting in a layoff of over 25% of the full-time bargaining unit employees at a location (which will then allow for an expedited shift bid after 3-day posting)
- Company will provide as much notice for unscheduled overtime as possible and require at least two-hours' notice of unscheduled overtime
- Reduce cap on part-time employees from 30% to 20% of full-time employees per location
- Rental Agent/CXR performance requirement increase number of counseling memos for discipline from 3 within a six month period to 4 within a six month period
- Pandemic leave – 80 hours of COVID leave and provision of leave for a different pandemic if provided to unrepresented employees
- Parties can submit grievances regarding discharge or suspension to mediation
- Company can tri-brand (for customer service employees) and that work becomes bargaining unit work and Company must give at least 120 written notice to allow the parties to meet and confer
- Clarify that in investigatory meeting, an employee can choose a Union representative or shop steward to represent them or another bargaining unit member of the employee's choosing and if a union representative or shop steward is unavailable that the employee can reschedule the meeting.