

# LOSSES OVER TIME

## What We've Lost — and Why a Union Matters

1. Merit Increases: Employees are eligible for two merit raises per year, with a combined potential increase of up to 7%.
2. Profit Sharing: The company offers a profit-sharing program; however, payouts are not guaranteed and vary from year to year.
3. Retirement Plans: Employees participate in a traditional pension plan, with a portable pension option expected to be introduced soon.
4. Shift Differential: Additional compensation is provided for employees working non-standard shifts.
5. Historical Pay Adjustment: A 5% pay reduction was implemented in 2008.
6. Health Insurance: Employee-only health coverage was previously provided at no cost.
7. Vacation and Sick Leave Buy-Back: Employees were recently given the option to sell back up to two weeks of vacation and two weeks of sick leave. While presented as a benefit, this effectively means exchanging personal time for pay rather than receiving an additional company-funded benefit.
8. Cost-of-Living Comparisons: The company conducts cost-of-living evaluations but continues to state that employee compensation is below market averages, even though staff now work five days a week in one of the most expensive suburbs of Memphis. These comparisons also overlook the higher crime rates in Memphis relative to safer cities where other airlines are headquartered.
9. We continue to face unnecessary disruptions like control center relocations over minor inconveniences, a lack of shift differential overrides, and unresolved jump seat processes — including the absence of a commuter clause, pilot-over-GOC position conflicts, and limitations on FAM ride destinations