

DNC PANDEMIC NEGOTIATIONS VICTORY!

We secured an agreement with Delaware North protecting our healthcare, safety and recall rights during a global pandemic. When we fight, we win!

- **Healthcare**

- Employees returning from layoff shall have immediate eligibility and will not have their eligibility status impacted upon return to work by time spent on layoff due to the Pandemic.
- The Company will waive the employee co-premium for July, August and September 2020 for those employees on furlough/lay off status.

- **Recall**

- Extends recall rights from 12 months to 24 months
- Workers can defer recall due to their own health condition, the health condition of a dependent or due to childcare needs. Once the seniority list is exhausted for an Airport and an employee is unable to return to work due to their own health condition or the health condition of a dependent, they shall be recalled and placed on a Medical Leave of Absence or Family Medical Leave.

- **COVID related time off**

- No discipline for employees who call out sick or are in quarantine related to COVID-19
- 5 additional paid sick days for quarantine once existing sick days are exhausted
- Workers sent home for having a fever under the Employer's policy of Temperature checks will be paid for the day

- **Health and Safety**

- The Employer will appoint a COVID-19 Response Coordinator
- The Employer will provide all PPE to employees recommended by CDC and OSHA
- The Employer shall install plexiglass barriers in areas where employees interact with customers on a regular basis and in workstations if there is less than six feet between each workstation

- **Economic Modifications**

- The master national agreement shall be extended one year to July 31st, 2024, and scheduled wage increases shall be deferred for one year

