

March 12, 2018

## Harmonizing Puerto Rico Pay Practices

Today, we have a different approach to paying certain overtime to Puerto Rico-based team members. More specifically, Fleet Service team members receive premium rates when working seven days in a row, but all other workgroups do not.

As we look to harmonize our pay practices across all Puerto Rico – and domestic – team members and pay consistent with local laws, beginning April 1, 2018, we'll begin paying straight time to Fleet Service team members who work seven consecutive days. Of course, if any team member works overtime, we'll pay you for that time and based on overtime pay as defined in your collective bargaining agreement (including overtime worked as part of OSO or out of operational necessity).

We know this is a change for you. So, if you have any questions about this change, please reach out to your People Business Partner or leader.

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