

These charts outline the Productivity Premium Program (PPP)  
TFP requirements from the 2025-2028 CBA.

## What Counts Toward the PPP TFP Requirement

|                     | Sick Leave |       | Vacation | Boarding | Worked TFP<br>( <i>&amp; Pay Protection</i> ) |
|---------------------|------------|-------|----------|----------|---|
|                     | CBA        | State |          |          |   |
| PPP TFP Requirement | No         | Yes   | Yes      | Yes      | Yes   |

## PPP TFP Requirement in 2025

|   | Payout          | TFP Requirement<br><i>*above line award for block</i> |
|---|-----------------|---|
| <b>8-Month Block</b><br><i>Jan, Feb, Mar, Apr, May, Sep, Oct, Nov</i> | \$1,100 Dec '25 | 60 TFP  |
| <b>Block 2</b><br><i>Jun, Jul, Aug, Dec</i>                           | \$2,000 Jan '26 | 40 TFP  |

## PPP TFP Requirement in 2026+

|   | Payout         | TFP Requirement<br><i>*above line award for block</i> |
|---|----------------|---|
| <b>Block 1</b><br><i>Mar, Apr, May</i>      | \$500 in Jun   | 30 TFP  |
| <b>Block 2</b><br><i>Jun, Jul, Aug, Dec</i> | \$2,000 in Jan | 40 TFP  |

*\*Jan, Feb, Sep, Oct, and Nov are not part of the PPP in 2026+*