

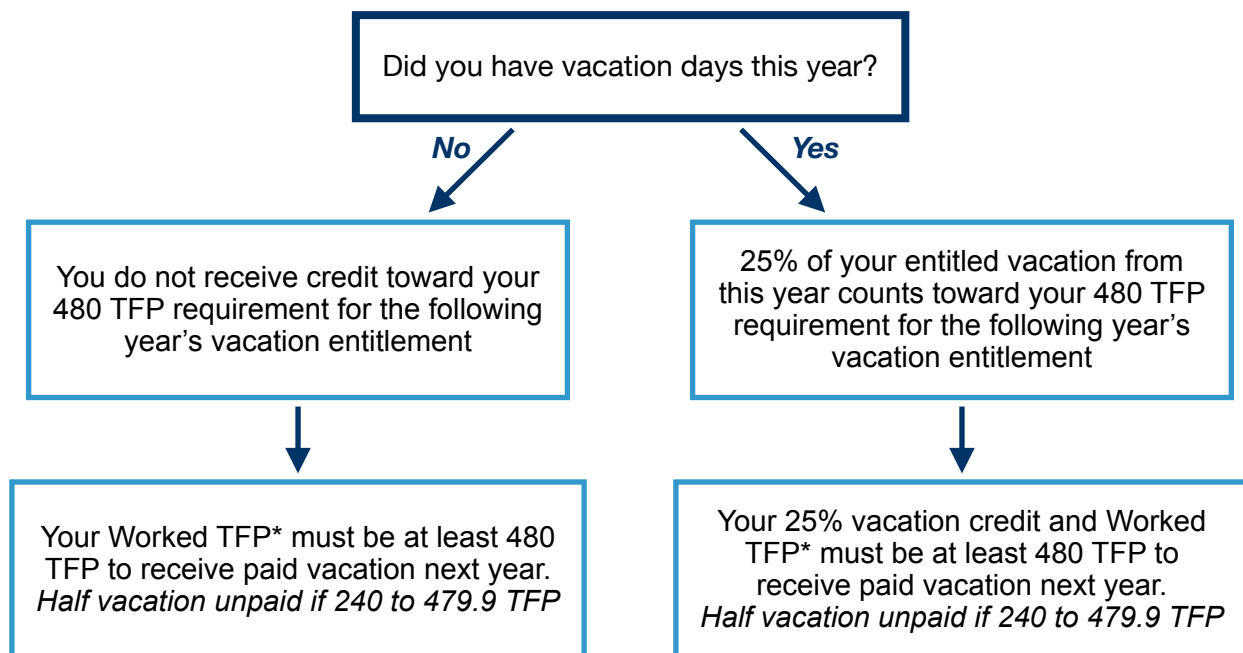
This chart outlines the 480 TFP requirements from the 2025-2028 CBA.

480 TFP Requirements

What counts?

TFP requirement	Sick Leave CBA State		Vacation	Boarding	Other Worked TFP (& Pay Protection)
	Insurance*	*240 & 480	Yes	Yes	Yes
	Vacation	No	No	Yes*	*25% of accrued vacation
	Uniform	Yes	Yes	No*	Yes
	End of Year Record Improvement	No	No	Yes	No*

*Boarding Pay excluded from Worked TFP in this provision



*Excluding Boarding Pay

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	Other Worked TFP (<i>& Pay Protection</i>)
	CBA	State			
PPP TFP Requirement	No	Yes	Yes	Yes	Yes

PPP TFP Requirement

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

**Jan, Feb, Sep, Oct, and Nov are not part of the PPP*