

2024 Alliance Lump Sum Bonus Details

- The Lump Sum Bonus is for employees in an Alliance bargaining unit.
- To be eligible for the Lump Sum Bonus, employees must be active and, in an Alliance bargaining unit as of the date below:
 - NCAL, WA, MAS 09/21/2024
 - SCAL, HI, CO, GA, NW, IT 09/29/2024
 - Active employees include employees on leave of absence.
 - Terminated employees are not eligible; all term reasons apply, including retirement
- The 2024 Lump Sum Bonus is 2% of eligible earnings.
 - The **earnings** used are from pay period 21 2023 through pay period 20 2024.
 - **Earnings include**, but are not limited to: regular time worked, overtime pay, special differentials/ premiums, earned time off/paid time off (“ETO/PTO”), and holiday pay
 - **Earnings exclude** prior year bonus payments, flexible benefit credits, earnings not paid out by the employer (such as workers compensation, short- or long-term disability), ETO/PTO cash outs or other lump sum cash outs or payments.
- Lump sums bonus payments will be paid on the below paychecks:
 - NCAL, WA, MAS November 8th
 - SCAL, HI, CO, GA, NW, IT November 15th
- All lump sum bonus payments are subject to all applicable withholdings and deductions, including retirement plan contributions.