

2025 ALLIANCE PSP GOALS AT A GLANCE



UBT NAME:

Use this worksheet to help your unit-based team understand the goal topic, metrics, and ways they can help meet our Performance Sharing Program goals.

Goal		Metrics*	Ways you can help meet this goal
	Affordability		
	Attendance		
	Quality		
	Service		
	Workplace Safety		

* Metrics are determined by mutual agreement between management and labor.

The Alliance Performance Sharing Program is self-funded through operating income. Qualifying Alliance-represented employees are eligible for a full or partial payout based on achieving performance at targeted levels and meeting the financial gate. If a region does not meet its financial gate, the maximum APSP payout will be capped at \$1,000 for eligible full-time status employees. This alternative payout will be paid in proportion to the share of APSP attributed to each goal, based on performance toward each individual goal. For more information about the APSP, please see the Performance Sharing section in your National Agreement.