



AFA-CWA  
FLIGHT ATTENDANT

# INDUSTRY COMPARISON

INFORMATION KNOWN AS DECEMBER 2019  
*REVISED March 28, 2023*

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# FLIGHT ATTENDANT PAY, WORK RULE and BENEFIT COMPARISON

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This document includes an industry comparison summary on many key provisions of our Joint Collective Bargaining Agreement and those of our two largest competitors (American Airlines and Delta Airlines).

In all cases, every effort has been made to accurately reflect the terms in the summary. For complete information, please refer to the United Airlines Joint Collective Bargaining Agreement (i.e., “JCBA”) when applicable.

Every effort has been made to ensure the accuracy of this industry comparison.

## Note:

- This summary represents our best understanding of the various provisions in the Union Contracts, or in the case of Delta, of the imposed work rules.
- At a non-unionized company such as Delta, any of the provisions are subject to change at any time.

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# JUMPSEATING



<p>Cannot be denied due to weight restriction</p> <p>May take any open seat in cabin after boarding complete</p> <p>After all stand-by passengers are boarded, may travel CJA even if all jumpseats are occupied – if seats available in the cabin</p> <p>Awarded in “Jumpseat Seniority” order :30 prior to scheduled departure, first come-first served after :30</p> <p>“Jumpseat Seniority” will be Flight Attendant Bid Seniority or Company Seniority, as used for pass travel, whichever date is earliest</p> <p>May travel in casual business attire</p>	<p>May take any open seat in economy cabin after boarding complete</p> <p>May take open seat in another cabin under specific conditions</p> <p>Awarded in standby list seniority order</p> <p>May travel in business class pass travel attire</p> <p>Cabin jumpseats for the exclusive use employees on Flight Attendant System Seniority List then:</p> <ul style="list-style-type: none"> <li>• AA wholly owned</li> <li>• Mainline new hire trainees</li> <li>• Flight Service Management that are FA Qualified</li> </ul>	<p>Number of jumpseats available per aircraft configuration and crew staffing</p> <p>Jumpseats can be reserved:</p> <ul style="list-style-type: none"> <li>• If for commuting to work can be reserved 5 days and 11 hours before the day before the flight</li> <li>• If for personal or from work travel can be reserved 3 days and 11 hours before the flight</li> <li>• The earliest walk-up listing can be accepted 2 hours prior to departure domestic and 4 hours before the departure</li> </ul> <p>Jumpseat is not subject to Payload Optimization. However, traveling via jumpseat without an advanced reservation can be denied within 15 minutes domestic departure and 75 minutes international departure can be denied for Payload Optimization whether traveling to work or pleasure</p> <p>Jumpseat riders may board after minimum crew is onboard</p> <p>Wearing uniform for jumpseat travel is permitted but discouraged</p> <p>Dress code is business casual which means no jeans or shorts or open toe shoes</p> <p>May take open seat in cabin after boarding</p>

## RECIPROCAL CABIN SEAT



Company shall make reasonable efforts to enter into and maintain with other part 121 air carriers

Company may participate in reciprocal cabin crew travel agreements with other carriers

Yes

## LOCKING COMPARTMENTS

Provided on all aircraft

Provided on some aircraft

None

## PROBATION

180 Days

180 Days  
Must obtain approval for trip trades

6 Months

# DEADHEADING



<p>100% pay and credit</p> <p>Reservation shall be made by 18<sup>th</sup> of the month, with seat assignment when available, for pairing not included in bid packet, as soon as practicable</p> <p>No DHD on ferry flights because of mechanical</p> <p>May be required to work flight to meet FAA minimum or to avoid understaffing</p> <p>DHD deviation: Pay and credit as if worked the flight</p> <p>First segment DHD deviation may check-in at DHD destination if a domicile, non-domicile location requires approval</p> <p>Last Segment DHD deviation Domestic: Lineholder - Notice to Scheduling Reserve - approval from Scheduling</p> <p>Last Segment DHD deviation International: approval from Scheduling</p> <p>Last segment DHD deviation if choose not to DHD may be released from duty (retain PS5 travel for 24 hours on same routing), or DHD on earlier flight with approval, maintains DHD pay</p>	<p>100% pay and credit</p> <p>Reservations made when pairings published Booked in aisle or window seat if available In no case booked in non-recline seat unless no other seat available</p> <p>May be required to work flight to avoid delay or cancellation</p> <p>DHD deviation: Pay and credit as if worked the flight</p> <p>First segment DHD deviation Lineholder - Notice to Scheduling Reserve: N/A</p> <p>Last Segment DHD deviation Lineholder - Notice to Scheduling Reserve - approval from Scheduling</p> <p>Last segment DHD deviation May DHD on earlier flight with approval, maintains DHD pay</p>	<p>100% pay and credit</p> <p>Surface DHD \$9.00 /hour</p> <p>Flight Attendants scheduled to deadhead or who have deviated from deadhead could be required to work when the need arises</p> <p>Deadhead travel booked in economy</p> <p>24 hours prior to departure may change seat to Premium Economy if available</p> <p>2 days before Transoceanic flight departure, Scheduling will upgrade Flight Attendants to business class (Delta One Cabin) in pass seniority order</p> <p>Front end and back-end deviation allowed</p> <p>Must be approved by Crew Scheduling</p> <p>A-Day holders cannot deviate at the beginning of a pairing unless from base or co-terminal on an earlier flight (same calendar day) with approved positive space booking</p> <p>A-Day holders can request to deviate at the end of a pairing if on the last day of A-Day block</p>
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# PARKING



Provided at base. If not provided, charges to be paid by company

At other than base, if no company facility, company pays up to \$35/month



Provided at base or other AA station with multiple airports, additional stickers issued in system seniority based on availability

If not provided, charges to be paid by company up to cost at base



Company provided at the Flight Attendant's base







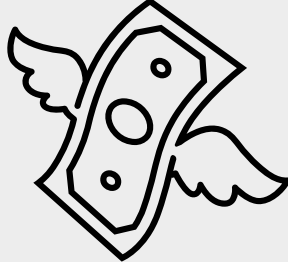
# WORK RULES - ONBOARD REST



<p>Scheduled flight segment between 2100-0359: :15 in aisle seat or jumpseat, :30 on non-stop flight segment &gt;7 hours</p> <p>International flight &gt;7 and &lt;8 hours :30 rest</p> <p>8 hours or more minimum of 1 hour in crew rest seat/bunk 12 hours or more minimum of 2 hours in crew rest seat/bunk</p> <p>Single aisle aircraft: One row of 3 contiguous seats, in first or last row of any zone, curtained from customer view</p> <p>Dual aisle aircraft when no bunks:</p> <ul style="list-style-type: none"> <li>• B767 – 2 sets of 2 contiguous seats, in front or rear of any cabin, curtained, with enhanced recline and an additional 2 adjacent seats not curtained</li> <li>• B777D &amp; H – 2 sets of 3 contiguous seats or 3 sets of 2 contiguous seats, in first or last rows of any zone or cabin, curtained</li> <li>• B747, B777, B787 and A350 shall have bunks except as noted above</li> </ul> <p>On flights over 8 hours where crew rest facility is not available, sleeper seats will be used for on-board rest</p> <p>Pillows and blankets provisioned will be same as first class</p> <p>For use of working Flight Attendants</p> <p>On new equipment scheduled to fly &gt; 8 hours, bunks preferred but no less favorable than comparable aircraft</p>	<p>Flights under 7 hours 15 minutes: Cockpit or passenger aisle seat</p> <p>7:00-11:59 - :45 minutes 12:00-14:29 - 2 hours 14:30+ - 3 hours</p> <p>Single aisle aircraft: 3 coach seats, curtained from customer view</p> <p>Dual aisle aircraft when no bunks</p> <p>B767-200: 3 seats B OR C Zone, curtained</p> <p>A330: 4 seats 3L/R exit, curtained</p> <p>B767-300: 4 Business Class seats curtained</p> <p>B787 &amp; 777: separate bunk module</p> <p>On flights 7-12 hours where crew rest facility is not available, economy seats</p> <p>On flights over 10 hours on B787/777 where crew rest facility is not available, Business Class seats if available, if unavailable premium economy seat</p>	<p>Single segment flights with scheduled block 7:00-7:49</p> <p>:15-:30 break in crew rest facility or vacant last row passenger seats</p> <p>International Trans-Oceanic scheduled block time 7:50+</p> <ul style="list-style-type: none"> <li>• No more than ½ crew complement on break</li> <li>• Length of break determined by time between services divided by the number of crew rest breaks required and number of seat bunks available</li> </ul> <p>Use crew bunks when available No crew bunks 3 cabin seats in enhanced economy with 6" recline, 43" pitch, leg rests and a fully enclosed privacy seat</p> <div data-bbox="1499 941 1864 1377" data-label="Image"> </div>
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# PAY



<b>Incentive Pay Rates</b>	Paid at base rate + \$5.00 for block hours between 200:00 and 330:00 per calendar quarter, except none paid in excess of 110:00 in a bid month	N/A	When authorized: 1 day = +4 hours 2 day = +8 hours 3 day = +12 hours
<b>Drafting Pay</b>	3:00 additional pay plus the greater of scheduled or actually flown	None	4:00 additional pay plus the greater of scheduled or actually flown
<b>Drug/Alcohol Pay</b>	\$25.00 per random test	\$15.00 per random test if after release from duty	None
<b>International Galley Pay</b>	B757 and Widebody: \$1.00/hour	\$1.75/hour 757/767/A330 aft lead \$1.00 all other galleys	None
<b>Domestic Galley Pay</b>	B757 and Widebody: \$1.00/hour	\$1.00/hour	None
<b>International Purser</b>	\$7.50/hour  \$6.50/hour – non-International Purser filling position	\$5.75 to \$7.50/hour depending on aircraft  Lead/Non-qualified Purser: \$1.25 to \$6.50/hour depending on aircraft	Transoceanic A Purser: \$5.65/hour  Transoceanic B Purser: \$3.80/hour  International Purser: \$3:50
<b>Domestic Purser</b>	Domestic: A319, A320, B737: \$1.00/hour B737-800/900, B757: \$2.00/hour Widebody: \$3.00/hour  Mexico, Caribbean, Central America, Alaska and Hawaii A319, A320, B737: \$2.00/hour B737-800/900, B757: \$3.00/hour Widebody: \$4.00/hour	Lead/Non-qualified Purser: \$1.25 to \$3.75/hour depending on aircraft  Qualified Purser: \$4.75 to \$5.75/hour depending on aircraft	\$3.50 /hour  

# PAY - continued



<b>Holiday Pay</b>	5 holidays Formula based on rate of pay, value of the trip and time away from home on the holiday.	3 holidays \$75.00 per holiday Nine (9) holidays paid at 100% add pay for hours flown on the holiday	7 holidays Greater of: \$6.25/hour for TAFB on holiday, or \$25.00-\$31.91 per block hour on holiday Holiday pay is guarantee  Reserve on call but not used: \$62.50
<b>International Override</b>	\$2.00/hour	\$3.75/hour for IPD pairing \$3.00/hour on non-IPD flights	\$2.05/hour
<b>Language Qualified Pay</b>	\$2.50/hour	\$2.00 /hour	\$2.25 /hour Additional pay for LQ Flight Attendant(s) if not enough LQs assigned to flight
<b>Language Incentive Pay</b>	\$1.00/hour	\$2.00 /hour	\$2.25 /hour
<b>Night Pay</b>	\$.50/hour between 2200 - 0600	None	None
<b>Reserve Override</b>	\$2.00 per credited hour	None	None
<b>White Flag</b>	<u>White Flag:</u> Paid 150% of pay when picking up pairing from open time on a day designated as White Flag Pay follows pairing through subsequent trades with Flight Attendants <u>Purple Flag:</u> Paid 150% when picking up pairing from open designated as Purple Flag Pay follows pairing through subsequent trades	150% of pay when picking up Red Flag pairings from open time Only through TTS May exceed monthly max Scheduling may remove designation prior to award or assignment until 2100 HDT 2 days prior to departure  Pay follows pairing through subsequent trades with Flight Attendants Additional incentive or 50% or 100% (at company option) for hours flown on designated days. This is in addition to Red Flag pay	Additional pay when picking up trip from open time on designated days: 1-day trip: 4 hours 2-day trip: 8 hours 3-day trip and greater: 12 hours

# PAYCHECKS



1st and 16th day of month  
(70% of base pay in 1st paycheck)

If adjustment check required must be issued not later than 5 business days, 7 if outside U.S.

In Case of hardship check issued within 3 business days

15th and 30th day of month  
(37.5 hours in 30th paycheck)

If adjustment check required must be issued not later than next paycheck if <2 hours, if >2 hours but <5 hours, within 5 days, if >5 hours overnight mail

On request, can pick up payroll card at Base



Bi-weekly



## SHORT CREW PAY



\$7.50/hour times the number of understaffed crew for each Flight Attendant working the flight






\$10.50/hour for each Flight Attendant working the flight



\$10.50/hour times the number of understaffed crew for each Flight Attendant working the flight

# DURATION & LETTERS OF AGREEMENT

		
<b>5 years</b> Early Opener one year (IN DIRECT NEGOTIATIONS 2022)	<b>5 years</b> (IN DIRECT NEGOTIATIONS 2018)	N/A

# PROFIT SHARING

## UNITED AIRLINES

Formula Based On:

- 10% of pre-tax earnings not in excess of prior year
- 20% of pre-tax earnings in excess of prior year

## AMERICAN AIRLINES

Formula Based On:

- 5% payout of pre-tax earnings

## DELTA AIRLINES

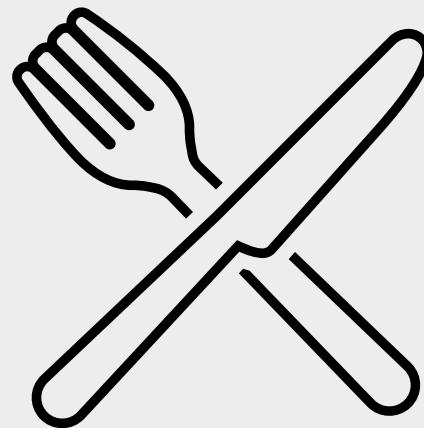
Formula Based On:

- 10% of pre-tax earnings not in excess of prior year
- 20% of pre-tax earnings in excess of prior year

# CREW MEALS



<p>Domestic and International: Duty day scheduled over 8 hours without intervening 2-hour sit</p> <p>International: If meals are boarded for passengers on flights 3 hours or more</p> <p>On charters if provided to passengers</p> <p>Business class quality or better</p>	<p>Domestic: none</p> <p>International: IPD pairings originating from PHL and CLT same as pilots</p> <p>Other international with flight time &gt; 12 hours</p> <p>Business class quality entrée, first class salad, other items main cabin tray set up</p>	<p>Provided when on duty greater than 9 hours with no sits greater than 1.5 hours</p>



# LODGING



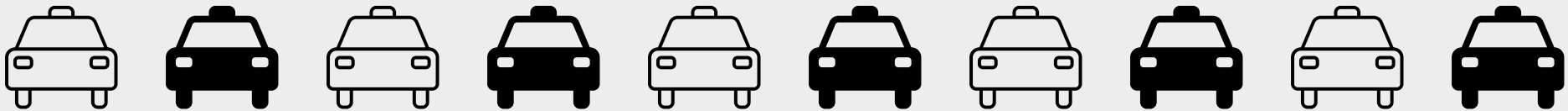
<p>Downtown or downtown-like for layovers of 19 hours or more</p> <p>Comfortable, adequate single occupancy hotel in suitable location</p> <p>Hotel room provided for sits over 4 hours and for delay of 4 hours or more</p> <p>24-hour food availability, restaurant on premises</p> <p>Hotel selection standards in Contract</p> <p>If room not ready within :30 minutes of arrival, Flight Attendant may obtain other accommodations and be reimbursed.</p> <p>Cab reimbursement for transportation to hotel if Company provided transportation does not leave airport within :45 after block arrival or :35 after block arrival if transportation provided by hotel</p> <p>If transportation not made available by Company to hotel, reasonable and actual expenses reimbursed</p>	<p>Single occupancy</p> <p>Dayroom provided for scheduled sits over 4 hours and for delays over 4 hours</p> <p>Clean, quiet and adequate eating facilities</p> <p>Hotel selection standards</p> <p>Hotel safety &amp; security standards</p> <p>Cab reimbursement for transportation to hotel if not provided within 20 min of request, if layover scheduled &lt;10:30 within 10 min of request</p>	<p>Hotel accommodations at scheduled layover points</p> <p>When scheduled ground time is 6:15 or more For sits of 5 hours or more between 2100 – 0500</p> <p>If room not provided, after 1 hour, Flight Attendant can pay for room and submit for reimbursement</p> <p>If room not provided and unable to book own room, submit for \$200 payment pending approval</p> <p>Cab reimbursement for transportation to hotel if not provided within :20</p>



# TRANSPORTATION

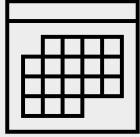


<p>\$10 cab allowance if departure between 2000 and 0800 or arrival between 2000 and 0600</p> <p>Reserve Transportation</p> <p>Cab reimbursement to make a short call of less than 3 hours</p> <p>\$10 cab allowance for Reserves reporting for standby or being released from standby between 2200 and 0600</p>	<p>Actual expense cab reimbursement for arrival between 2300-0600 as a result of a delay</p> <p>Reserve Transportation</p> <p>If Reserve agrees to make &lt; 2-hour short call, actual expense cab reimbursement or short-term parking</p>	<p>Reserve Transportation</p> <p>\$20.00 or short-term parking if &lt; 2-hour short call, 3-hour in NYC, LAX and FLM</p>
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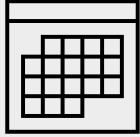


# WORK RULES - SCHEDULING



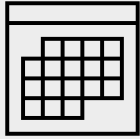
<b>Minimum Pay and Credit</b>	<p>Duty RIGs 1 hour pay for 2 hours on duty</p> <p>Single Duty Period 5 hours</p> <p>Multiple Duty Periods Average of 5:00/duty period</p>	<p>Duty RIGs 1 hour pay for 2 hours on duty</p> <p>Single Duty Period 5 hours</p> <p>Multiple Duty Periods Average of 5:00/duty period min 3:00/duty period</p>	<p>Duty RIGs 1 hour pay for 2 hours on duty</p> <p>Min 4:45 per duty period</p>
<b>Trip RIG</b>	1 hour pay for 3:30 away (TAFB)	1 hour pay for 3:30 away (TAFB) (Duty rig 1 for 2)	1 hour pay for 3:30 away (TAFB)
<b>Scheduled or Actual Time</b>	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment
<b>Call-out Pay</b>	2 hours	3 hours	1 for 2 duty credit (min 1 hour)
<b>Line Guarantee and Trip Guarantee</b>	<p>71-hour minimum</p> <p>Pay protected for value of line and trips, line value remains as it was prior to loss of flight time</p>	<p>71-hour minimum</p> <p>Pay protected for value of line and trips, line value remains as it was prior to loss of flight time</p>	<p>*45-hour minimum</p> <p>*Bi-weekly pay has basically eliminated any guarantee</p>
<b>Monthly Maximum for Lineholders</b>	95/100/100+ Flight Attendant option	95 hours 100 hours in flex month 115 hours (High Option PBS) Waivable	None

# WORK RULES - SCHEDULING



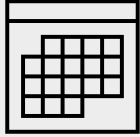
<p><b>Monthly Maximum for Reserves</b></p>	<p>100/105/105+ Flight Attendant option</p>	<p>90 hours (95 in flex month) Waivable</p>	<p>None</p>
<p><b>Holding Time</b></p>	<p>½ pay and credit for time over :30  Max holding 4 hours at any point, then relieved from holding, reassigned, or released  Max 5 hours per duty period  :15 rest after 2 hours holding</p>	<p>\$7.00/hour or fraction thereof after :30  \$7.00/hour or fraction thereof after :45 at crew change stations waiting for replacements</p>	<p>Paid after :30 \$15.00/hour inclusive of first 30 minutes</p>
<p><b>35-in-7</b></p>	<p>Domestic  Reserves only May not be scheduled to exceed 35 flight hours in any 7 consecutive 24-hour period  Waivable</p>	<p>Domestic and International  Reserve May not be scheduled to exceed 35 flight hours in any 7 consecutive days  Lineholder PBS or TTS May not be scheduled to exceed 30 flight hours in any 7 consecutive days. Will complete pairing if actual under 35 hours  Waivable  Deadhead and trips picked up/traded from other Flight Attendants do not count toward limitation</p>	<p>N/A</p>

# WORK RULES - SCHEDULING



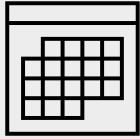
<b>Minimum Days Off Lineholder</b>	10 Waivable	11 Waivable	10 Waivable
<b>Minimum days off Reserve</b>	12 Waivable	12/8 Golden Waivable	No reserve system
<b>Check-in Time</b>	<p>Home A319/320, B737: 1:00 B747/757/767/777/787: 1:15</p> <p>Layover: A319/320, B737: :45 B747/757/767/777/787: 1:00</p> <p>DHD: :45 at all points DHD for charters, off-line and ferries may be increased by :15</p> <p>AMC flights may be increased by :45</p> <p>Company may increase check-in time by an additional 15 minutes, in 5-minute increments, except for A319/320 and B737-700</p> <p>\$5.00 additional pay for each 5-minute increment</p> <p>Increased by :15 if pre-clear customs</p>	<p>Home and layover 1:00 Domestic 1:00 NIPD 1:15 IPD</p>	<p>Domestic/Hawaii narrowbody and 767: 1:00</p> <p>Domestic/Hawaii Widebody, non-Transoceanic International, and Intra-Theater: 1:15</p> <p>Transoceanic: 1:30</p> <p>DHD: 1:00</p> <p>Inaugural flights: 2:00</p> <p>Surface DHD: pick up time of transport</p>

# WORK RULES - SCHEDULING



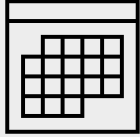
<h2>Boarding</h2>		<p>Domestic:            30 minutes &lt;165 seats            35 minutes &gt;165 seats</p> <p>International:            50 minutes IPD            45 minutes NIPD</p>	<p>Domestic narrow body and 767 is :35            Domestic A330 and A350 is :45            International with Delta One is :50            International without Delta One is :45</p> <p>Effective 6/01/22 Boarding Pay            Boarding premium pay applies to the actual number of boardings associated with each working segment in a rotation and is based on the scheduled boarding time for each segment type</p> <p>The boarding premium pay hourly rate is one-half the Flight Pay rate</p> <p>The scheduled time for each boarding will be used to determine the premium pay for that segment:</p> <ul style="list-style-type: none"> <li>• Domestic narrow body or 767              - 40 minutes</li> <li>• Domestic widebody (except 767)/International/Intra-theatre              - 45 minutes</li> <li>• Transoceanic/All Charters              - 50 MINUTES</li> </ul> <p>NOTE: Domestic narrowbody includes flights to/from Hawaii on a narrowbody aircraft</p> <p>Boarding premium pay will apply to segments that are boarded and subsequently cancel</p>
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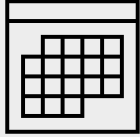
<p><b>Maximum Duty Day Domestic</b></p>	<p>Check-in Time 0500-1859: 13:00 Scheduled / 15:00 Actual</p> <p>Check-in Time 1900 - 0459: 11:30 /13:00 No more than 7:00 flight time Ground time not to exceed 2:30 No more than 1 segment after redeye (Redeye flight: any portion operates between 0200-0400, local time)</p> <p>High value trip exception: 14:00/16:00 Single duty pairing, no more than 3 segments, flight time over 9:00</p>	<p>Scheduled: Between 9:15 and 13:15 Base on report time and # of legs</p> <p>Rescheduled Between 11:15 and 13:15 Based on report time Actual: Between 12:00 and 15:00 Base on report time</p> <p>Redeye duty period: Flight scheduled to touch 0100 through 0101 local time No more than 2 segments</p> <p>If scheduled to operate/DHD on flight that touches 0300 HDT, released for legal rest after segment. May receive 1 additional landing because of operational diversion</p> <p>High value trip exception: 14:00/15:00 Single duty pairing, no more than 2 segments, flight time over 8:59</p> <p>On-duty all-nighter duty period (ODAN) – on duty includes all hours between 0100 and 0500 HDT: 14:00/15:00 Single duty pairing, no more than 2 segments, each segment no more than 2:30 block Scheduled rest of no less than 4 hours between segments</p>	<p>Multi duty period trips: 13:00 Scheduled / 15:00 Actual</p> <p>Single duty period trips: Scheduled: 14:00 Actual: greater of 15:00 or scheduled +2:00 4:00 pay when exceeds max actual</p> <p>Back Side of the Clock – BOC Originates after 0200 and end after 1000 local time, and 10 hours or more scheduled duty time, and More than 7 hours block time and more than 1 working segment Confirmed crew rest seat 1 additional crew above staffing</p> <p>DELTA may extend duty by up to 1 hour</p>
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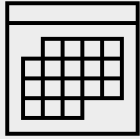
<p><b>Minimum Home Rest Domestic</b></p>	<p>12:00 Free from duty (FFD)</p> <p>Waivable to 10:00 hours when picking or trading trips</p>	<p>Lineholder: 11:00 FFD</p> <p>Reserve: 12:00 FFD</p> <p>May waive down to 8 hours actual</p>	<p>11/10 FFD</p> <p>14 hours on duty 10 hours rest reduced to 8 14:01-16:00 12</p>
<p><b>Maximum Duty Day International</b></p>	<p>Flight Time: Multi/Non-Stop ≤ 8:00 14:00 Sched/16:00 Actual</p> <p>Multi/Non-Stop 8:01-12:00 14:00 Sched/16:30 Actual</p> <p>Non-Stop &gt;12:00 Scheduled: Check-in, FTM + Customs+ Debrief</p> <p>Sched day + :30: Actual</p>	<p>FTM up to 12:00 14:00/16:00 (Non-Long Range) 15:00/17:00 (Mid-Range)</p> <p>FTM over 12 and up to 14:30 16:00 Sched/18:00 Actual (Long-Range)</p> <p>FTM above 14:30 (Flight Time) Scheduled: Check-in, FTM + Customs+ Debrief (max 20:00) Actual: Sched day +3:00</p>	<p>International and Intra-Theater</p> <p>Multi-day trips 13:00 Sched. 15:00 Actual Single duty period trip: Scheduled 14:00 Actual: greater of 15:00 or scheduled +2:00</p> <p>Transoceanic Scheduled: 16:00 Actual: greater of 16:00 or Sched + 3:00 Transoceanic with segment greater than 12:00 FTM</p> <p>Scheduled: report + FTM + release Actual: Scheduled + 3:00</p> <p>4:00 pay when exceeds max actual</p> <p>Back Side of the Clock – BOC Originates after 0200 and end after 1000 local time, and 10 hours or more scheduled duty time, and More than 7 hours block time and more than 1 working segment Confirmed crew rest seat 1 additional Flight Attendant above staffing If duty scheduled over 14:00, 1 additional Flight Attendant</p>

# WORK RULES - SCHEDULING



<p><b>Minimum Layover Rest: International</b></p>	<p>Flight Time                  ≤ 8:00: 12:00 FFD/10:00 POL                  8:01 – 10:30: 14:00/12:00                  10:31 – 14:00: 18:00/15:00                  14:01 – 16:30: 22:00/19:00                  16:31 – 18:30: 26:00/23:00</p> <p>In Japan: 19:00/17:00</p> <p>No contact at layover points for first 8 hours of legal rest</p>	<p>Non-IPD:                  9:30 FFD                  8:00 POL</p> <p>IPD:                  14:00 FFD</p>	<p>Pre-month trip construction for multi day pairing:                  Scheduled rest greater or equal to last duty period                  Daily operation:                  9:15/9:00 FFD</p> <p>Min 8:30 POL                  If duty day scheduled at 14:00 or less exceeds 16:00 actual:                  Min 9:30 POL</p> <p>Transoceanic duty up to 14:00:                  13:00/11:00 FFD</p> <p>Transoceanic duty &gt; 14:00                  18:00/14:00 FFD</p> <p>Ultra-Long Range - ULR                  FTM &gt; 16:00                  24:00/20:00 FFD</p>
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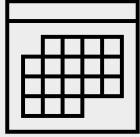
# WORK RULES - SCHEDULING



<b>Minimum Home Rest: International</b>	<table border="1"> <thead> <tr> <th>Flight/DHD Time</th> <th>Rest</th> <th>Pickup/Trade</th> </tr> </thead> <tbody> <tr> <td>Waiver</td> <td></td> <td></td> </tr> <tr> <td>≤ 8:00</td> <td>12:00</td> <td>10:00</td> </tr> <tr> <td>8:01-10:00</td> <td>14:00</td> <td>10:00</td> </tr> <tr> <td>10:01-14:00</td> <td>18:00</td> <td>12:00</td> </tr> <tr> <td>14:01-16:30</td> <td>24:00</td> <td>12:00</td> </tr> <tr> <td>16:31-18:30</td> <td>30:00</td> <td>16:00</td> </tr> </tbody> </table>	Flight/DHD Time	Rest	Pickup/Trade	Waiver			≤ 8:00	12:00	10:00	8:01-10:00	14:00	10:00	10:01-14:00	18:00	12:00	14:01-16:30	24:00	12:00	16:31-18:30	30:00	16:00	<p>After Non-IPD duty period: 12:00 FFD sched/10:00 FFD actual</p> <p>After IPD duty period</p> <table border="1"> <thead> <tr> <th>Flight/DHD Time</th> <th>Rest</th> </tr> </thead> <tbody> <tr> <td>≤ 12:00</td> <td>14:30</td> </tr> <tr> <td>12:01 – 14:30</td> <td>36:00</td> </tr> <tr> <td>&gt; 14:30</td> <td>48:00</td> </tr> </tbody> </table> <p>Waivable to FAR</p>	Flight/DHD Time	Rest	≤ 12:00	14:30	12:01 – 14:30	36:00	> 14:30	48:00	<p>Following duty period scheduled at 14:00 or less: 11/10 FFD</p> <p>If duty day scheduled at 14:00 or less exceeds 16:00 actual: 16:00 FFD</p> <p>Following duty period scheduled over 14:00: 14/12 FFD</p> <p>Transoceanic duty up to 14:00: 24/10 FFD Waivable to 11/10 for trip trade</p> <p>Transoceanic duty &gt; 14:00 24/12 FFD Waivable to 14/12 for trip trade</p> <p>A Day rest before ULR: (Ultra Long Range) 24/18</p> <p>Following ULR pairing: 54/48 if next pairing operates outside 3 time zones 30/24 if next pairing operates within 3 time zones</p>
	Flight/DHD Time	Rest	Pickup/Trade																													
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<p>Reserve is guaranteed 24:00 minimum rest after international pairing of more than 5 days</p>																																

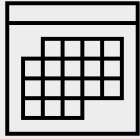


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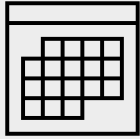
<b>Operational Reliability Incentive</b>	Domestic at non-base locations Company may request to reduce layover to min 8 hours FFD, if agreed 5 hours pay	None	None
<b>Maximum Line Average</b>	88 hours May increase to 90 hours 3 months/year	85 hours 88 hours in a "flexed" month	Not stated
<b>Bid Months</b>	30/31 days	29/30/31 days	30/31 days
<b>Bidding</b>	Position bidding Bid award by seniority Buddy bidding Block bidding Permanent bid on file Must be available for 15 days or paper bid Variable staffing criteria in bid packet Lineholder may bid reserve line	PBS Known absences placed in line prior to PBS bidding: e.g., known sick, vacation, training Position bidding Bidding by expressing preferences for line and trip characteristics Bid award by seniority Buddy bidding Permanent bid on file Lineholder may bid reserve line	PBS Known absences placed in line prior to PBS bidding: e.g., known sick, vacation, training Position bidding Bidding by expressing preferences for line and trip characteristics Bid award by seniority
<b>Bidding &amp; Scheduling Timeline</b>	0800/12 Bid Packet uploaded 0800/12 Primary bid period opens 0800/17 Primary bid closes 0800/18 Line award visible 1700/18 Primary award loaded 1700/18 vacation relief bid opens 0800/20 Vacation relief bid closes 0800/23 vacation relief award	Contractual Month DFW time 1 <sup>st</sup> day at 1200 Training bidding opens 6 <sup>th</sup> day at 1200 Training bidding closes 7 <sup>th</sup> day at 1200 Training awarded 8 <sup>th</sup> day at 0600 Electronic bid packet available 10 <sup>th</sup> day at 1200 PBS Bidding Opens 15 <sup>th</sup> day at 1200 PBS Bidding Closes 18 <sup>th</sup> day at 1200 PBS Award Visible 20 <sup>th</sup> day at 1200 PBS Awards Final	Schedule constructed according to preferences submitted in Preferential Bidding System (PBS)  Bids must have 3 days off in any 9-day period and if waived than 1 in every 7  Minimum of 10 days off can be waived in bid  Transoceanic rest may be waived

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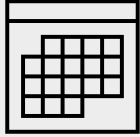
<b>Operational Sub-Bases</b>	For International Purser and/or Language Qualified Flight Attendants (LQ)	No	
	International Purser will be awarded an International Purser position in bid award process, unless has been awarded an opt out for that month	Qualified Purser position (Domestic and International) Purser has ability to hold non-purser line of flying in seniority order  No purser reserve lines	Qualified Purser position (Domestic and International) Purser has ability to hold non-purser line of flying in seniority order  If forced into LQ position, pay protected for Purser
	May bid all lines of flying, if awarded a language line, shall be considered in LQ sub-base for that month  LQ Max staffing Narrowbody: 1 757: 2 Widebody: 3  LQ designated reserve lines	LQ has ability to hold non-LQ Line of flying in seniority order  LQ Max staffing Narrowbody – 1 Widebody < 200 main cabin seats – up to 1 in each class of service May have 1 additional LQ to/from Asia  Widebody > 200 main cabin seats – up to 1 in each premium cabin and up to 2 in main cabin  LQ designated reserve lines	LQ has ability to hold non LOF in seniority order  LQ Max staffing 2/3 based on type of equipment and market

# WORK RULES - SCHEDULING



<p><b>Month to Month Line Adjustments</b></p>	<p>Subject to adjustment if new line projection reduced by 3 hours or more</p> <p>May use self-adjustment window Self-adjust to +/- 3 hours on original days, or if unable; Self-adjust to +/- 3 hours on any days, or if unable; Self-adjust to no more than 5 hours above original line projection</p> <p>Minimum of 24 hours to resolve month to month scheduling conflicts using mutual trade procedures in old or new month</p> <p>If Flight Attendant does not self-adjust, Company will adjust</p>	<p>PBS</p>	<p>PBS Replaced flying only in current month pay protected Transition pairings can be shorter, longer than original pairings are canceled</p> <p>Pairings maybe changed to report :30 minutes earlier than original</p>
<p><b>Open Flying</b></p>	<p>Approx. 3 hours per Flight Attendant position for each primary line of flying will be designated for open time and not included in lines of flying</p> <p>All unassigned time becomes open</p> <p>Open time may be moved from one base to another when reserve coverage in not sufficient, 1 day prior to departure for Domestic, 2 days prior to departure for International</p>	<p>All known pairings not assigned to Flight Attendants.</p> <p>Pairings vacated by Lineholders</p>	<p>PBS to assign all flying in the domicile with ultimate goal of leaving no trips in open time</p> <p>Trip coverage includes Purser Escalation after out of base pick ups</p> <p>Trips can be moved to another base</p>

# WORK RULES - SCHEDULING



<p style="text-align: center;"><b>Trip Trading</b></p>	<p>Trip Trading with other Flight Attendants begins immediately after line awards loaded</p> <p>Open Time, first come first served, beginning on the 23<sup>rd</sup> of preceding month</p> <p>1 seniority-based trade run with Open Time on the 27<sup>th</sup> of the preceding month</p> <p>Partial trip pick-up/drop</p> <p>Complete line trade at least 1 day before start of bid month</p> <p>Trip trades must be for trips originating in same month</p> <p>Lineholder may displace Reserve 15 hours prior to check-in, except if Reserve assigned trip through Preferencing system</p> <p>Open time trades of unequal days may not cause decrease of more than 3 hours</p> <p>Ability to combine duty periods from 2 separate pairings (“piggyback”)</p> <p>Trades with Open Time based on reserve pool numbers</p> <p>Bad-Day-Worse- Day trades allowed if improve reserve coverage</p>	<p>Transactions processed daily</p> <p>TTS Queue close at 2300 HDT for pairings that depart on calendar day beginning at 0000, 25+ hours later through end of bid period - Posted at 0400 day</p> <p>For 48 hours of PBS processing, cannot trade/drop pairing in last 3 days of bid period</p> <p>May drop line to a minimum of 40 hours credited hours per month</p> <p>May not trade above 115 credited hours</p> <p>Transactions that increase open pairing subject to daily and monthly limit</p> <p>Daily limit for transactions may be exceeded to improve more negative day</p> <p>TTS will process multiple transactions to try to award requests</p> <p>Trades between Flight Attendants Must be in same base/First come first served</p> <p>Not processed between 2300-0400</p> <p>No max hours</p> <p>For 48 hours of PBS processing, cannot trade/drop pairing in last 3 days of bid period</p> <p>May drop line to a minimum of 40 hours credited hours per month</p> <p>Double up sequence. (“piggyback”)</p>	<p>Open time trade/pick up more than 1 calendar day prior: first come first served, except some Transoceanic trips awarded 5 days prior at 1200 ET</p> <p>Pick up from open time within 1 calendar day based on seniority</p> <p>Trades with open allowed/restricted based on Trip Trade Balancer using A Day availability vs. Open Time</p> <p>Can only trade for same or greater trip length</p> <p>Can trade trips originating in different bid months</p> <p>Worked FCFS</p> <p>There are set Black Out Days</p> <p>Jetway Trades is split of a rotation no earlier than 2 calendar days in advance and no later than 4 hours prior to the earliest report time of an impacted trip</p> <p>AMS and NRT trips can be downline traded</p>
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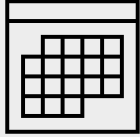
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<p><b>Out of Base Trades</b></p>	<p>Open Time &lt;14 hours prior to departure, may pick up Open Time trips at any base</p> <p>Flight Attendant to Flight Attendant &lt;14 hours prior to departure, may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip</p>	<p>None</p>	<p>Flight Attendant to Flight Attendant Out of Base Pick Ups Through trade board Pairing posted on trade board held for period of time for local base opportunity to pick up Awarded on first come first serve basis</p> <p>Out of Base Pick Up from open time Awarded in seniority order after A-Day preference assignments</p>
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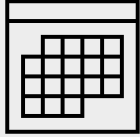


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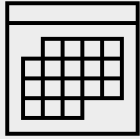
<p><b>International Purser Trip Trades and Pick-ups</b></p>	<p>International Purser trip must be traded with International Purser qualified Flight Attendant</p> <p>&lt;14 hours prior to departure International Purser may pick up open time in any base regardless of special qualifications for pairing</p> <p>&lt;14 hours prior to departure, International Purser may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip</p> <p>Active International Purser who are assigned International Purser lines may pick up and trade for open International Purser and non-International Purser open time. An International Purser will be expected to have a minimum fifty (50) hours of flying (twenty (20) for job shares, partnerships, and half month leaves) as an International Purser, at their assigned base, at the end of the bid month if they have traded or picked up from open time other than International Purser open time during the month</p> <p>Only trade International Purser pairing with open time for International Purser pairing</p> <p>International Purser paid Flight Attendant rate of pay when pick up non-qualified trips</p>	<p>Purser qualified trip must be traded with Purser qualified Flight Attendant</p>	<p>Purser qualified trip must be traded with Purser qualified Flight Attendant</p> <p>Can trade Purser trip with non-purser trip in open time</p> <p>Can swap for same value or greater</p> <p>Can swap Purser Transoceanic of a Transoceanic if language qualified</p> <p>May downline trade AMS and NRT for same "role"</p>
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# WORK RULES - SCHEDULING



<p><b>LQ Trip Trades and Pick-ups</b></p>	<p>LQ trip must be traded with LQ qualified Flight Attendant</p> <p>Between 16 hours and 14 hours prior to departure, LQ may pick up any trip in LQ base for which qualified</p> <p>&lt;14 hours prior to departure International Pursers may pick up open time in any base regardless of special qualifications for pairing</p> <p>&lt;14 hours prior to departure, International Pursers may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip</p> <p>LQ Flight Attendants who are assigned language lines may pick up and travel for open LQ and non-LQ open time. LQ Flight Attendants will be expected to have a minimum fifty (50) hours of flying (twenty (20) for job shares, partnerships, and half month leaves) in their assigned language, at their assigned base, at the end of the bid month if they have traded or picked up from open time other than LQ open time during the month</p> <p>Only trade LQ pairing with open time for LQ pairing</p>	<p>LQ trip must be traded with LQ qualified Flight Attendant</p>	<p>LOD trips must be traded with LOD qualified Flight Attendant</p> <p>Only trade LOD pairing with open time for LOD pairing</p>
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# WORK RULES - SCHEDULING



<p><b>Personal Drop</b></p>	<p>May drop pairing day before report time, subject to operational requirements, first come first served</p> <p>May drop a portion of trip when it transits base, if staffing allows</p>	<p>Drop trip 2 trips in rolling 12 months based on coverage, Company may grant additional if staffing allows</p>	<p>Paid Personal Time (PPT) (See Sick Leave)</p> <p>Reduced by time when not on active status Can be used for sick time, OJI or personal time off Can roll over to next year for max 168 hours unless asked for payout</p> <p>Trip Drops and A-Day drops without pay Awarded after PPT Awarded 1 calendar day prior to date requested based on operational need and available A-Day staffing</p>
<p><b>Personal Time Off (PTO)</b></p>	<p>Guaranteed personal time off (may use 8 times per year)</p> <p>1% of domicile population determines pool of daily PTO available</p> <p>Awarded in seniority order 15 days and 5 days in advance</p> <p>Any unawarded PTO days are available up to 1 day prior to trip</p>	<p>See Personal Drop</p>	<p>New and revised policy for eligibility to accrue vacation and PPT based on a 12 month look back and hours worked must be equal to number of active “available” days</p>



# RESERVE & RESERVE OVERRIDE

<b>UNITED</b>	<ul style="list-style-type: none"> <li>• RESERVE GUARANTEE: 78 Hours</li> <li>• RESERVE OVERRIDE: \$2.00/credited hour</li> </ul>
<b>AMERICAN</b>	<ul style="list-style-type: none"> <li>• RESERVE GUARANTEE: 75 Hours</li> <li>• RESERVE OVERRIDE: None</li> </ul>
<b>DELTA</b>	<ul style="list-style-type: none"> <li>• RESERVE GUARANTEE: 4:45/day of bid or assigned A-day(s)</li> <li>• RESERVE OVERRIDE: None</li> </ul>

# RESERVE SYSTEM



<p>Straight Reserve A/B Rotation Non-US locations and HNL</p>	<p>Rotation First (12) months, Straight Reserve Then if needed, 1 month on/1 month off Reserve Rotation through year 4, Then if needed, 1 month on/3 months off Reserve Rotation after 4 years</p> <p>No Reserve granted a personal leave until all leaves granted to Lineholders</p>	<p>Proportional System based on PBS Line consists of combination of trips and reserve days (A-Days)</p> <p>If seniority date before 2008 and required to have A-days, may receive no less than block of 3 days</p> <p>If seniority date after 2008, will hold no less than 6 A-days</p> <p>A-days blocks greater than 6 may be built in bases to cover transoceanic trips of 6 or more days (A Days are Access Days)</p>
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# RESERVE



<p><b>Reserve Move-up Lines</b></p>	<p>Built from the 1<sup>st</sup> day of the new bid month to the 5<sup>th</sup></p> <p>All Reserves will be considered for move-up line unless they indicate otherwise May remove name from move-up list</p> <p>4 protected days</p>	<p>N/A</p>	<p>N/A</p>
<p><b>Reserve Preferencing</b></p>	<p>All Reserves participate in Reserve Preferencing</p> <p>Reserves grouped by days of availability and in time accrued order</p> <p>Max 10 requests with 6 criteria, request is a match if all criteria are met If no match/no preference, assigned trip after those with preference match Requests on file by 1600 Assignments by 1930</p> <ul style="list-style-type: none"> <li>• If assigned a pairing via Preferencing, released to check-in and not subject to displacement</li> <li>• If not assigned during Preferencing, Reserve is released or assigned Ready Reserve for following day</li> <li>• If assigned trip during Preferencing a Lineholder may not displace the Reserve</li> <li>• If assigned trip after Preferencing: Lineholder may displace Reserve &gt;15 hours prior to check-in, except if Reserve assigned trip by Preferencing</li> </ul>	<p>Limited preferencing</p> <p>Reserves grouped by days of availability</p> <p>Can be for specific trip, generic request, standby periods, Remain on Call, specific Reserve Availability Period (RAP)</p> <p>Awarded preference in seniority order within group</p>	<p>Open time after 1 calendar day cutoff A Day preference can be used to fill</p> <p>Flight Attendant on A days can submit preference for”</p> <ul style="list-style-type: none"> <li>• a specific trip</li> <li>• preference Flight Leader or LOD</li> <li>• preference for time to day to start A Day availability</li> </ul> <p>Day preferences are #4 in order of assignment</p>

# RESERVE



<p><b>Ready Reserve Preference Options</b></p>	<p>Standby Minimum flying Maximum flying (automatic opt over 100:00)</p>	<p>Standby duty may be awarded or assigned by Future Scheduling or by Daily Scheduling. The number of Standby shifts designated by base will be determined by Crew Schedule.</p>	<p>Assigned based on FCFS and FIFO and legalities</p>
<p><b>Reserve Minimum Days Off</b></p>	<p>12 May build reserve lines with up to 16 days off</p>	<p>12</p>	<p>Any line will have minimum 10 days off unless waived in bid</p>
<p><b>Special Reserve Legalities</b></p>	<p>One block of at least 4 days (no more than 6) will be designated as "set", unless no block of 4 or more days off, then largest block of days will be set</p> <p>Under no circumstance may a Reserve be assigned into set days off</p> <p>In a block of days off, other than set, a Reserve may be assigned into 1<sup>st</sup> day off subject to restrictions: No other Reserve legal and available First assign Reserve volunteers, then in TMAC Paid additional 5 hours of pay</p> <p>If assigned into 2<sup>nd</sup> or more days, paid additional pay equal to actual value of trip (200% pay)</p>	<p>8 days off designated as Golden days (immovable)</p> <p>4 days off as Flex days (movable)</p> <p>Every Flex day must follow a reserve day or another Flex day</p> <p>A day that is not assignable will convert to one of the Golden days</p> <p>A Reserve with more than 6 days of vacation for month will have days off prorated Min 3-day block of availability Max 6-day block of availability</p> <p>Paid value of reserve day if worked into FLEX day (4:10/3:57)</p>	<p>NA</p>

# RESERVE



<p><b>Restoration of Reserve Days Off</b></p>	<p>Day restored any time day off infringed</p> <p>Day off restored at the end of the block of days off or if at the end of schedule month, the next block of availability days in new month</p> <p>A Reserve may not be assigned on days that have been restored</p> <p>If day not restored within 90 days, paid 5 hours</p>	<p>Mutual agreement on day restored within same bid period</p> <p>Day restored is Golden Day</p> <p>If no agreement, then paid the value of additional day</p> <p>If extended in Golden Day in actual operations, hours after 0000, pay, no credit. Day restored only if extended more than 1 hours into Golden day</p>	<p>While on A Day(S) may be flown into days off as part of initial assignment or continuation</p> <p>When scheduled into day(s) off, choice of 4:00 or restoration of day off</p> <p>No restoration if delayed or rerouted into day off but 4:00 pay if more than 4 hours into day off</p> <p>Can choose additional day off in next bid period instead of 4:00 pay</p>
<p><b>Reserve 1-in-7- Limitation</b></p>	<p>Relief from all Company obligations for not less than 1 calendar day during any consecutive 7 days</p>	<p>24-in-7</p>	<p>Scheduled: 24 hours FFD at home or 28 hours on layover, or two 24-hour breaks on layover</p> <p>Actual: 24-in-7</p>
<p><b>Reserve Returning to Home Domicile</b></p>	<p>Block-in with scheduling by phone or electronic means upon return to home base</p> <p>Released to legal rest Given 2<sup>nd</sup> assignment within same duty period to avoid drafting</p> <p>Assigned within TMAC to pairing departing within 15 hours</p> <p>Company may only contact Reserve during last hour of crew rest</p>	<p>Check out upon return to base</p> <p>Released to crew rest</p> <p>Given additional flying within order of assignment parameters</p> <p>Company may not contact for first 8:30 of rest unless operational need, but is then not obligated to respond</p>	<p>Must obtain airport release through automated telephone system except:</p> <ul style="list-style-type: none"> <li>when on duty for &gt;12 hours and next day is off</li> <li>returning from international trip</li> <li>returning from DHD deviation into days off</li> <li>returning from all-nighter</li> </ul> <p>Phone release for 9-24 hours based on preceding duty period</p> <p>Not required to be phone available during FAA min rest period</p> <p>Must obtain release after an Airport Standby A Day</p>

# RESERVE

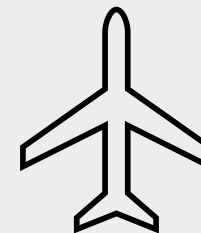
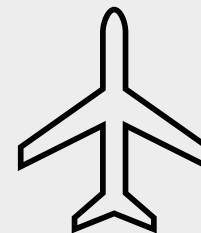
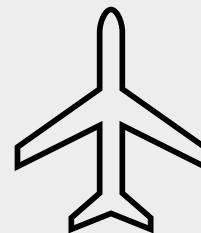
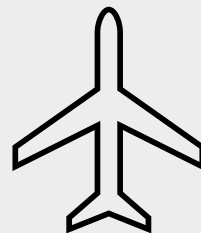
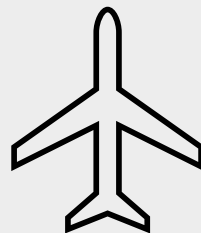
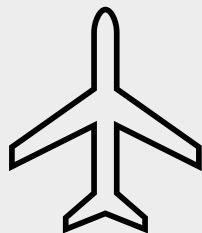


<p><b>Reserve Trading Days Off and Pairings</b></p>	<p>May trade a day off at least 1 calendar day prior to availability</p>	<p>May trade with other Flight Attendants and Company / may trade or drop assigned pairing</p>	<p>Can trade block of A-Days with other Flight Attendant for Block of A-Days or trip</p>
	<p>Maintain availability for greater of 3 days or shortest trip in base</p>	<p>Reserve trades with other Flight Attendants - ETB</p>	<p>Can Drop block of A-Days to other Flight Attendant</p>
	<p>Unlimited trade with other Flight Attendants</p>	<p>May use to trade days off with other Reserves Must maintain reserve blocks of no less than 3 days and no more than 6 days</p>	
	<p>Unlimited trades with availability pool based on reserve coverage</p>	<p>May use to pick up/trade pairings on Golden Days off and vacation</p>	
	<p>Minimum reserve coverage determined by Company (reserve pool numbers)</p>	<p>May use to pick up/trade pairings on Flex days off once released</p>	
	<p>Once assigned pairing, may trade with another Flight Attendant for a pairing of same number of days, departing on same day</p>	<p>Pairing must terminate by 1800 HDT on last day off</p>	
	<p>RSV who picks up additional time considered to have opted for month Reserve guarantee reduced by number of days vacated</p>	<p>Must be in same base</p>	
	<p>May trade pairing for days off If multi-day trip vacated, may restore reserve days and guarantee for all days of the vacated trip, except the first day</p>	<p>When pick up on days off, pay and credit above reserve minimum</p>	
		<p>Reserve on ETB trip considered a Lineholder</p>	
		<p>May trade days off with the Company Processed at specific time daily Awarded in seniority order Subject to Company approval</p>	

# RESERVE



<p><b>Reserve Notice of Assignment</b></p>	<p>Reserve Preferencing: Next day assignment on automated system/recording at 1930 night before</p> <p>Ready Reserve: 15-hour notice at home domicile, except if cannot be determined in advance</p> <p>Not deemed unavailable unless Crew Scheduling makes 3 calls over 30 minutes</p>	<p>Next day assignment on automated system/recording at 1800 night before</p> <p>12-hour Reserve Availability Period (RAP) Assigned to Reserves night before if did not receive assignment</p> <p>Ready Reserve 15 minutes to respond to call from Crew Scheduling</p>	<p>Must respond within 20 minutes of first contact attempt</p>
<p><b>Reserve Short call</b></p>	<p>&lt;3 hours to report time</p>	<p>&lt;2 hours to report time, 3 hours for co-terminal</p>	<p>&lt;2 hours to report time (3:00 for NYC/LAX/FLM)</p>
<p><b>Reserve Picking up from Open Time on Days Off</b></p>	<p>May pick up from open time once per month, or To avoid drafting To pick up White Flag pairing To pick up Purple Flag pairing</p> <p>Pick up in own base only</p>	<p>May volunteer to work on Golden Days and Flex Days</p> <p>May pick up Red Flag Pairings from Open on days off</p>	<p>N/A – Line consists of combination of trips and A-Days</p>



# RESERVE



<b>Standby Reserve</b>	<p>4-hour period, released no later than 4 hours after report if not assigned</p> <p>May be assigned to pairing departing no later than 5 hours after report, except when drafting</p> <p>5:00 hour pay and credit if does not fly</p> <p>1/2 pay and credit for time on standby plus value of pairing standby if given assignment</p> <p>Limited to 4 pre-boarding assignments per standby</p> <p>If pre-boarding duties continue past end of standby time, additional 1-hour pay</p>	<p>Assigned to 4 or 6-hour standby period</p> <p>May not be involuntary assigned to standby more than 2 times in a month, unless all available Reserves at the base have been assigned 2 times</p> <p>Assigned pairing may not be scheduled to depart more than 2 hours after standby release time</p> <p>3:30 pay and credit for 4-hour standby if does not fly</p> <p>5:15 pay and credit for 6-hour standby if does not fly</p> <p>If assigned pairing from standby: paid value of pairing plus 1:00 credit for each 1:25 on standby duty</p> <p>Not required to block in after Standby duty</p> <p>If pre-boarding duties continue past end of standby time, additional time paid at 1 min for every 2 min</p>	<p>Standby duty 4 hours or less, however may be extended to 6 hours if assignment or pre-board given within initial 4 hours</p> <p>4:45 pay and credit if does not fly</p> <p>1/2 pay and credit for time on standby plus value of pairing standby if given assignment</p>

# RESERVE



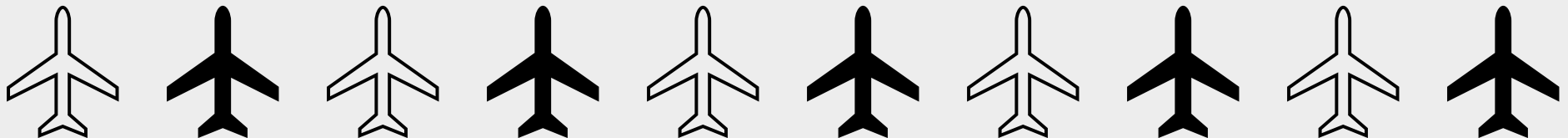
<p><b>Reserve Picking up from Flight Attendants on Days Off</b></p>	<p>May pick up and drop pairings from other Flight Attendants on days off when released by crew scheduling on last day of availability</p> <p>Pick up in own base only</p> <p>Hours will not count towards reserve guarantee, monthly max, or time accrued</p> <p>Paid above reserve guarantee</p>	<p>Reserve Electronic Trade Board - ETB</p> <p>May use to pick up/trade pairings on Golden days off and vacation</p> <p>May use to pick up/trade pairings on Flex days off once released</p> <p>Pairing must terminate by 1800 HDT on last day off</p> <p>Must be in same base</p> <p>When pick up on days off, pay and credit above reserve minimum</p> <p>Reserve on ETB trip considered a Lineholder</p>	<p>N/A – Line consists of combination of trips and A-Days</p>
<p><b>Out of Base Standby Reserve</b></p>	<p>May be assigned standby in a base other than their home base</p>	<p>May be assigned standby in a base other than their home base</p>	<p>May be assigned standby in a base other than their home base</p>
<p><b>Reserve Call-out Pay</b></p>	<p>2 hours</p>	<p>3 hours</p>	<p>1 for 2 duty pay</p>



# AMC OPERATIONS



<p><b>AMC Operations</b></p>	<p>Contract between Company and Airlift Military Command</p> <p>Operations outside of Continental US</p> <p>Override: \$4.00 per credited hour</p> <p>Report time may be increased by :90</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</p>	<p>Contract between Company and Airlift Military Command</p> <p>Operations to Middle East destinations</p> <p>Volunteer list</p> <p>Maximum scheduled duty: 18:00 Maximum actual duty: 20:00 Captain's decision to exceed 20:00 actual on duty</p> <p>Layover rest before and after: minimum 12:00 FFD – waivable</p> <p>Must be given min rest to 2 x scheduled or actual flight time, not to exceed 24:00</p>	<p>Contract between Company and Airlift Military Command</p> <p>Conducted in accordance with FAA rules and legalities</p> <p>Delta legal rest legalities apply before and after pairing</p> <p>Domestic and international non-transoceanic military charters are picked up from open time</p> <p>Transoceanic military charters awarded in seniority order</p> <p>Must be charter qualified</p> <p>Once awarded can swap except if a domestic military charter</p>
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# TRAINING & GENERAL MEETINGS



<b>Training &amp; General Meetings</b>	<p>3 hours/day flight time and credit If trip drop required, pay protection and subject to reassignment unless Flight Attendant declines protection</p> <p>Per Diem paid for training and travelling away from home</p> <p>Home Study and CBT paid 1 hour for every 3 hours of training, minimum of 1 hour</p> <p>Training be available as a pairing Lineholder to select from Open Time RSV scheduled on day of availability, RIGs do not apply</p> <p>Lineholder may trade with Open Time or with other Lineholder</p> <p>Reserve may trade with Open Time or other Reserve with approval</p> <p>Training not to exceed 8:00, except one-day CQ (9:00)</p> <p>Ability to attend CQ during early, due or grace month</p> <p>Training away from home available as a pairing with DHD segments paid max of 5 hours each way</p> <p>Positive Space travel to and from training Single occupancy hotel accommodations Hotel gainsharing where available</p>	<p>\$75.00 per day</p> <p>Per Diem</p> <p>Home Study and CBT pay Up to 2:00: \$25.00 2:01-4:00: \$50.00 4:01-8:00: \$75.00</p> <p>Training awarded as part of PBS line of flying</p> <p>May trade training Training not to exceed 9:00 excluding lunch period</p> <p>Combination of travel and training may not exceed 16:00 duty day</p> <p>Min crew rest associated with travel to and from training</p> <p>Positive Space travel to and from training Single occupancy hotel accommodations</p>	<p>CQ 4:45/day flight time and credit \$50 per separate travel day</p> <p>\$35/day for per diem</p> <p>Home Study/CBT paid \$20.00 /hour</p> <p>All other required classroom training: \$30/hour</p> <p>Training awarded as part of PBS line of flying</p> <p>Stand-alone training period will not exceed 14 hours duty time (including travel)</p> <p>May trade training dates with open or other Flight Attendant</p>

# VACATION ACCRUAL



<p><b>Vacation Accrual</b></p>	<p>1-4 years: 12 days                      5-9 years: 19 days                      10-16 years: 26 days                      17-24 years: 33 days                      25+ years: 40 days</p> <p>120 or more hours paid activity in quarter:                      100% accrual</p> <p>60 - 119 hours paid activity: 50% accrual</p> <p>Less than 60 hours paid activity in quarter:                      no accrual</p> <p>Flex Vacation                      May elect to take additional seven (7) days                      unpaid vacation or elect to have 1:54                      deducted from earnings each month for paid                      Flex vacation</p> <p>Days off immediately preceding and                      following vacation are considered part of                      vacation period and free from Company                      obligations</p> <p>Retain vacation when transfer</p>	<p>1-4 years: 7 days                      5 years: 10 days                      6 years: 12 days                      7-9 years: 14 days                      10-12 years: 18 days                      13-15 years: 21 days                      16-17 years: 23 days                      18-25 years: 31 days                      26+ years: 35 days</p> <p>Vacation accrues for months when active                      for at least 15 days</p> <p>During PBS bidding, may designate max                      4 days off, immediately preceding and/or                      following vacation to considered part of                      vacation period and free from Company                      obligations</p> <p>May donate days to other Flight                      Attendants in need</p>	<p>1-4 years: 14 days                      5-10 years: 21 days                      11+ years: 28 days</p> <p>If completed 18 years of service by March                      31, 2006, 35 days</p> <p>Vacation accruals can be adjusted on a look                      back basis in which hours worked must be                      equal to the number of active/available days</p>
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# VACATION BIDDING



<p><b>Vacation Bidding</b></p>	<p>Vacation bid conducted in 2 rounds May not bid more than 50% of vacation in first round</p> <p>Max 5 vacation periods</p> <p>Min 6 days per vacation period</p> <p>May contribute min 7-14 vacation days to 401(k)</p>	<p>Min 4 days per vacation split Except 1 split may bid 3 days or less</p> <p>Secondary vacation bid for those not awarded any or all days in primary round</p> <p>Vacation year: May bid month through April bid month</p>	<p>Awarded in 7-day increments</p> <p>1 vacation period may be more or less than 7 days</p> <p>Vacation day value for bidding only: 3:15</p>
<p><b>Vacation Pay</b></p>	<p>3:15 hours/day per day</p>	<p>4:00 hours/day for seven-day or more vacation block 3.5 hours/day for less than 7-day vacation block</p>	<p>3:45 hours/day for first 14 days of vacation 3:30 hours/a day for vacation days in excess of the first 14</p>
<p><b>Vacation Fly Through</b></p>	<p>Can elect to fly through vacation period by picking up trips from other Flight Attendants</p>	<p>Can elect to fly through vacation period by picking up trips from other Flight Attendants</p>	<p>Not allowed however the Company may offer vacation buy back at regular pay</p>

# SICK LEAVE



<b>Sick Leave</b>	<p>Sick Leave Bank: max accrual 1,250 hours Accrue max 4:00 hours/month based on paid activities in a quarter</p> <p>More than 120 hours paid activities in a quarter: 100% accrual 60 - 119 hours: 50% accrual Less than 60 hours: No accrual</p> <p>Rapid Re-accrual- When a single illness/injury has used more than 255 hours of sick leave, accrue 7:00 hours/month</p> <p>Can make up in same month</p> <p>Medical verification if on sick leave for more than 12 days, July 4<sup>th</sup>, and Christmas</p> <p>Pay options for sick Leave for entire month: 71 hours Paper bid line projection 100 hours</p> <p>Up to 3 days of paid sick leave for spouse and child per calendar year</p> <p>If pick up or trade over 93 hours while on sick leave, paid up to 93 if does not fly traded or picked up trips</p>	<p>Sick Leave Bank: max accrual 1,500 hours, Accrue 4.5 hours/month, if available for 15 days or more</p> <p>May require medical documentation after 21 consecutive days on sick leave</p> <p>Lineholder: must call in sick trip by trip unless Scheduling advised of expected date of return</p> <p>Reserve: must call in sick for each block of reserve days unless Scheduling advised of expected date of return</p> <p>A Lineholder whose sick bank cannot cover sick calls and does not achieve 40 hours of pay and credit for the month excluding time picked up from other Flight Attendant, will need to provide documentation to support the leave of absence</p>	<p>Sick Leave Bank: max accrual 168 hours (Paid Personal Time) (See Personal Paid Time- PPT)</p> <p>Must call scheduling Must provide projected well date upon initial notification</p> <p>Must contact Sedgwick Claims Management to certify absence or more than 7 consecutive days, file for FMLA or report OJI</p> <p>Sick hours are deducted from your PPT bank</p>

# OCCUPATIONAL INJURY



<p><b>Occupational Injury</b></p>	<p>Occupational Leave Bank – max accrual 400 Accrue max 4:00 hours/month based on paid activities in a quarter</p> <p>Hours deducted from occupational bank first, when bank exhausted, utilize sick leave bank</p> <p>Workers' Compensation Jurisdiction: Benefits provided in accordance with applicable state laws</p> <p>Company will not contest Illinois jurisdiction for employees whose contract of hire was made in Illinois</p> <p>Guam and International domiciles, Company will not contest Illinois jurisdiction</p> <p>Option of direct deposit for payments</p> <p>Medical injury as active during occupational</p>	<p>6-month salary continuance</p> <p>May be extended to 36 months for major aircraft accident</p> <p>State Workers' Compensation benefits</p> <p>Medical benefits as active during salary continuance</p>	<p>State Workers' Compensation benefits</p> <p>Administered by Sedgwick</p>
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# LEAVES OF ABSENCE



<p><b>Leaves of Absence</b></p>	<p>Personal, Medical, Maternity, Parental, Adoption, Military, Bereavement, Jury Duty/Court Witness, Union, COLA, Special COLA, Family Medical Leave</p>	<p>Personal, Voluntary, Leave in lieu of Furlough, Educational, Maternity/Medical, Family Medical, Paternity, Adoption, Union, Military</p>	<p>Personal, Educational, Special, Medical (including Maternity), Parental, Military, Jury Duty, Funeral, Family Medical</p>
	<p>Accrues seniority for bidding and pass travel</p>	<p>Accrues seniority for all LOAs</p>	<p>Maternity LOA ends 6 weeks after birth (8 weeks if Cesarean Section)</p>
	<p>Accrues pay seniority and longevity for limited period of time</p>	<p>May accrue Pay and Vacation longevity based on leave type</p>	
	<p>Does not accrue sick leave and vacation, except special COLA</p>	<p>Maintains active insurance benefits if receiving pay (i.e. sick leave pay)</p>	
	<p>Maintains active insurance benefits and rates except on personal LOA</p>	<p>Maintains pass travel for duration</p>	
	<p>Maintains pass travel for duration</p>	<p>Medical LOA maximum duration is 5 years</p>	
	<p>Medical LOA maximum duration is lesser of the period of disability, or 3 years, or length of active service</p>	<p>Ability to transfer while on LOA, if able to report within 15 days of report date</p>	
	<p>Maternity, parental, adoption maximum duration up to 12 months</p>		
<p>Ability to transfer while on LOA</p>			

# FILLING OF VACANCIES



<p style="text-align: center;"><b>Filling of Vacancies</b></p>	<p>Transfers            May have request for 2 locations on file            Awarded in seniority order            Ability to decline awarded transfer            If awarded and not accepted transfer freeze for 3 months            If awarded and accepted transfer, freeze for 6 months            May transfer while on LOA            Base Locations:            Company provides 90-day notice for base open/close            Moving Provisions include, free air transportation, 500 pounds personal effects and if new hire free 7-day hotel accommodations</p> <p>Transfer to International Base            Provided with 2 fee waived passes per month for employee and family for 180 days after transfer and 1 positive space annually</p> <p>Settling Time            3 days unpaid for voluntary transfers            Exception:            First transfer, involuntarily transferred and new base, 3 days within 12 months, no adjustment to guarantee</p> <p>Surplus            Offered in seniority order, if none desire to move, assigned in inverse seniority</p>	<p>Transfers            May have request for multiple locations on file            Awarded in seniority order            Must accept transfer if awarded            If awarded and accepted transfer freeze for 3 months unless, 1<sup>st</sup> and 2<sup>nd</sup> choice that was not open, becomes open            Must be in active flying status            Base Locations            Company will meet and confer promptly for base open/close, no less than 120 days' notice for closure            If new base or involuntary transfer provided with moving expenses            Allowable expenses arranged and paid for by Company.            Voluntary transfer            Free space available shipping on company transportation            New Hire            5 consecutive days hotel accommodations</p> <p>Settling Time            5 days unpaid for voluntary transfers            Involuntary transfers            Pay protected for 3 of the 5 days used for settling</p> <p>Surplus            In inverse seniority            Choice of vacancy in seniority order</p>	<p>Transfers            May have request for multiple locations on file            Awarded in seniority order            Transfer can be denied if it reduces current base staffing below required level            May transfer while on LOA            If awarded transfer, freeze for 3 bid periods- can be awarded temporary transfer            Must rebid vacation in new base            Monthly Base Swap            Max 3 in rolling year            May not be consecutive months            May not be a vacation month            Total number limited by base size            Awarded in seniority order            Temporary transfers            AFP (similar to satellite bases) that have specific qualifications including past, present, and future dependability etc.            Purser and LODs may have priority in transfers</p> <p>Settling time            3 consecutive unpaid days in first month in new base but cannot include blackout days</p>
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# REDUCTION IN PERSONNEL



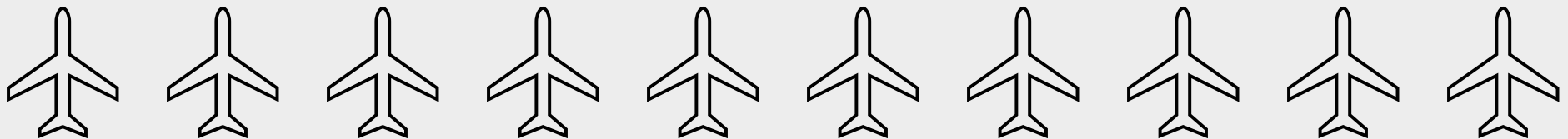
<p><b>Reduction in Personnel</b></p>	<p>Company must offer voluntary furlough with all benefits as active before any involuntary furlough, except CJA</p> <p>Voluntary furlough reduces number of involuntary furloughs</p> <p>Involuntary furlough conducted in inverse system seniority order</p> <p>Involuntary furlough recall rights for 6 years</p> <p>Furlough pay up to 4.5 months of salary</p>	<p>Company must offer voluntary furlough in system seniority with on-line passes before any involuntary furlough</p> <p>Company will offer Leaves in Lieu of Furlough at a particular base in base seniority</p> <p>Voluntary furlough reduces number of involuntary furloughs</p> <p>Involuntary furlough conducted in inverse system seniority order May lead to base surplus and displacements</p> <p>Involuntary furlough recall rights for 5 years</p> <p>Furlough pay up to 4.5 months based on average number of hours flown in 12 months prior</p>	<p>30-day notice</p> <p>5-year recall</p> <p>Can be base furloughs</p>
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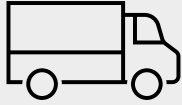
# JOB SHARE & PARTNERSHIP FLYING



<p><b>Jobshare and Partnership Flying</b></p>	<p>Job Share: Single month</p> <p>Partnership: Multi-month, Annual and Furlough Mitigation</p> <p>Line awards based upon senior partner's seniority</p> <p>Same qualifications</p> <p>Monthly maximum of 55 hours not including vacation</p>	<p>No</p>	<p>No</p>
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# MOVING EXPENSES



<b>Moving Expenses</b>	Involuntary transfer due to closing of domicile or base, surplus, transfer to new domicile or base within 6 months of opening	Involuntary transfer due to closing of domicile or base, surplus, transfer to new domicile or base within 12 months of opening	Delta may pay moving expense in extraordinary cases such as base transfers
	Free shipping of personal and household effects	Free shipping of personal and household effects	
	Storage	Storage	
	Settling time	Settling time	
	Mileage allowance	Mileage allowance	
	En-route expense	En-route expense	
	Temporary living expenses	Temporary living expenses	
	House hunting expenses	House hunting expenses	
	Free air transportation	Free air transportation	

# SAFETY, HEALTH & SECURITY



<p><b>Safety, Health and Security</b></p>	<p>AFA SHS Committee recommendations considered by Company</p> <p>Union notified of hostilities, political disruptions, serious incidents, accidents, access to Crisis Center and crash site</p> <p>Zero tolerance for assault and interference of crew members</p> <p>Requirement for Company to monitor aircraft environmental systems</p> <p>Air quality complaints to be acknowledged with 2 days, response to Union within 10 days</p> <p>Prompt notification by Company when exposed to communicable disease</p>	<p>APFA SHS Committee recommendations considered by Company</p> <p>Union notified of hostilities, political disruptions, serious incidents, accidents, access to Crisis Center and crash site</p> <p>Requirement for Company to monitor aircraft environmental systems</p> <p>Personal resuscitation mask and earplugs issued to each Flight Attendant</p>	<p>Employee Involvement Group (EIG) oversees these categories</p>
<p><b>Alcohol and Drug Testing</b></p>	<p>Conducted in compliance with FAA/DOT regulations</p> <p>Last Chance Agreement Reinstatement for first verified confirmed positive drug or alcohol test</p>	<p>Conducted in compliance with FAA/DOT regulations and/or company policy</p> <p>Last Chance Agreement Reinstatement for first verified confirmed positive drug or alcohol test at Company discretion subject to Return-To-Work Agreement</p>	<p>Conducted in compliance with FAA/DOT regulations and/or company policy</p>

# PERSONNEL FILES



<b>Personnel Files</b>	Maintained at base	Maintained at base	Maintained at base and headquarters
	Available for inspection	Available for inspection	Administrative action guidelines state that all disciplinary actions will be maintained in files for the duration of employment
	Adverse documents not placed into file more than 30 days after receipt by Company	Adverse documents not placed into file more than 10 days after receipt by Flight Service	
	No complaint letter placed in file unless: Flight Attendant clearly identified, had control over the event, name of person writing is identified, and provided the opportunity to review and attach comments	No complaint letter placed in file unless: Flight Attendant clearly identified, had control over the event	
	Non-disciplinary discussions cleared from file after 2 years, provided no discipline	Non-disciplinary discussions cleared from file after 12 months	
	Complimentary and complaint letters removed from file after 12 months, provided no other complaint letters during that period	Discipline remains up to 2 years	

# INVESTIGATION & GRIEVANCES



<p><b>Investigation &amp; Grievances</b></p>	<p><b>Investigations</b></p> <ul style="list-style-type: none"> <li>• Entitled to Union representative</li> <li>• Provided with copies of all documents</li> <li>• May be held out of service with pay</li> <li>• Notified of discipline/discharge within 15 days after investigatory meeting</li> <li>• Not able to be disciplined later than 30 days after Inflight management knowledge of incident</li> <li>• 30 days to challenge discipline/discharge</li> <li>• Must be notified in writing of precise charge if incident may lead to discharge</li> <li>• Investigatory meeting within 10 days of notification</li> </ul> <p><b>Grievances</b></p> <ul style="list-style-type: none"> <li>• Multi-step process</li> <li>• LECP able to settle local grievance at Step 1</li> <li>• MECP able to settle at all levels</li> <li>• Company employee involved may not sit as hearing officer</li> <li>• Grievances to be filed within 30 days of reasonable knowledge of incident</li> <li>• Non-disciplinary actions, Contract Matters &amp; Company Policies resolved utilizing local dispute resolution process</li> </ul> <p><b>Progressive Discipline</b></p> <ul style="list-style-type: none"> <li>• Dual Track – Attendance/ Dependability and Performance</li> </ul>	<p><b>Investigations</b></p> <ul style="list-style-type: none"> <li>• Entitled to Union representative</li> <li>• Provided with copies of all documents</li> <li>• May be held out of service</li> <li>• Notified of discipline/discharge within 10 days after hearing</li> <li>• 30 days to challenge discipline/discharge</li> <li>• Must be notified in writing of precise charge if incident may lead to discharge</li> <li>• hearing within 10 days of notification</li> </ul> <p><b>Grievances</b></p> <ul style="list-style-type: none"> <li>• Multi-step process</li> <li>• Hearing at local level. able to settle</li> <li>• Appeal to System Board</li> <li>• Company employee involved may not sit as hearing officer</li> <li>• Presidential grievances to be filed within 45 days of reasonable knowledge of incident</li> <li>• Non-disciplinary actions, Contract Matters &amp; Company Policies</li> <li>• Utilize local dispute resolution process</li> <li>• Progressive Discipline</li> </ul>	<p>A peer and management team to review facts and take testimony.</p> <p>If the Flight Attendant chooses the review, then Flight Attendant waives rights to sue.</p>
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# ATTENDANCE & DEPENDABILITY PERFORMANCE



<p><b>Attendance &amp; Dependability Performance</b></p>	<p>Attendance and Dependability</p> <p>Point System for attendance and dependability</p> <p>Progressive discipline based on points' thresholds</p> <p>No attendance points when injury caused by unannounced clear air turbulence, sudden aircraft movement, passenger assault, emergency evacuation, aircraft accident, hijacking or sabotage</p> <p>All points removed when attendance discipline expires</p> <p>Performance</p> <p>Progressive discipline issued pursuant to Working Together Guidelines</p> <p>Simultaneous Attendance Warning 4 and Performance Warning 4, subject to discharge</p>	<p>Attendance and Dependability</p> <p>Company will not automatically require doctor's note based on specific number of sick calls</p> <p>May require medical documentation after 21 consecutive days on sick leave</p> <p>No charge to sick leave occurrence for occupational</p>	<p>Attendance and Dependability</p> <p>Must contact Sedgwick Claims</p> <p>Management to certify absence or more than 7 consecutive days, file for FMLA or report OJI</p> <p>Specifics of policy not published</p>
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# SYSTEM BOARD OF ADJUSTMENT



<p><b>System Board of Adjustment</b></p>	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>3-member board 1 neutral, 1 Company and 1 Union May invoke 5-member board</p>	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>3-member board 1 neutral, 1 Company and 1 Union May invoke 5-member board</p>	<p>N/A</p>
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# UNIFORMS



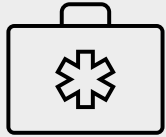
<b>Uniforms</b>	<p>Company provides basic uniform, annual points for use in replacement or for accessories</p> <p>Replacement of suitcase based on normal wear and tear</p> <p>New hire payroll deduction not to exceed 5% of cost/month</p> <p>Non-wool uniform provided for allergies</p> <p>Not required to wear name insignia off aircraft</p> <p>Company to pay costs of alterations</p>	<p>Company provides basic uniform, “uniform dollars” based on annual paid hours for use in replacement or for accessories</p> <p>Unused uniform dollars roll over to following years</p> <p>Replacement of luggage every 3 years, coat every 5 years</p> <p>New hire payroll deduction not to exceed \$20 per month for first 12 months, then \$50 per month</p> <p>Not required to display last name</p> <p>Company to pay costs of alterations</p> <p>Flammability results if available from manufacturer</p>	<p>New Hires provided basic uniform Replacements based on “wear test”</p> <p>Currently dealing with “toxic” uniform issues. Flight Attendants may wear “black and white” pieces they purchase and are reimbursed if pieces are approved</p>

# COMMUTER PROGRAM



<p style="text-align: center;"><b>Commuter Program</b></p>	<p>Applies to commuting by air or ground</p> <p>If commuting by air, reasonable potential to commute on 2 Company flights</p> <p>If unable to commute to make trip, upon arrival at base may be: Directed to rejoin original pairing</p> <p>Assigned to a different pairing on same days</p> <p>Assigned to pairing which begins on any day of original pairing</p> <p>If Domestic pairing: substitute must return no later than noon on the day after the original pairing was scheduled to return</p> <p>If International pairing: Substitute pairing must return no later than calendar day following the original pairing scheduled return</p> <p>Assigned a mutually agreeable pairing</p> <p>Lineholder may request hotel room if does not assigned immediately or if report time is &gt; 5 hours after arrival at base</p> <p>No limit on number of instances but repeated invocation may be considered in evaluation of overall attendance/reliability</p>	<p>Applies to commuting by air</p> <p>Must designate self as commuter</p> <p>Reasonable potential to commute on 2 Company flights</p> <p>If unable to commute on time, Scheduling may: Split pairing to rejoin rest of pairing</p> <p>Assign to a different pairing on same days</p> <p>Release without pay</p> <p>First 3 incidents covered</p>	<p>Managed Time Out - Personal</p> <p>Unforeseen circumstance arises within 24 hours of scheduled report</p> <p>Absence without pay</p> <p>Counts as a dependability occurrence</p> <p>If Commuting issue, must have primary and backup flight (DL or OAL) with available seats within 12 hours of departure</p>
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# BENEFITS - MEDICAL



<p style="text-align: center;"><b>Benefits Medical</b></p> <p style="text-align: center;">*See Plan Design Chart</p> <p style="text-align: center;">There are many different medical and dental plan options available at all airlines</p> <p style="text-align: center;">The plans used here are for illustrative purposes only and may not reflect your individual choices or personal selections</p>	<p>Required Medical Plans:            Traditional Medical PPO            Select Regional Medical Plans            Core Medical PPO            Core Medical EOP            Core Medical High Deductible Health Plan with Health Savings Account</p> <p>International Flight Attendants:            Traditional PPO            Core Medical PPO</p> <p>Guam Flight Attendants:            Traditional PPO            Core Medical PPO            Select Regional Medical Plan</p> <p>Company may also offer Optional Medical Plans</p> <p>80/20 Cost Sharing</p> <p>Preventive Services</p> <p>Access to other plans offered by Company</p> <p>Annual premium increases capped at 9.25% per year</p> <p>Plan terms for Required Medical Plans cannot be changed without Union approval</p>	<p>3 medical plans:            Standard, Core, High-Cost Coverage</p>	<p>3 Primary Plans:            Gold Silver and Copay Option</p>
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**Medical Benefits (continued)**



In-network Traditional PPO Plan Family Medical Coverage:

Monthly Cost (2022): \$624.38  
Wellness credit included  
Spousal surcharge excluded

Deductible \$500.00

Out-of-Pocket Max \$3,000

Preventive Care 100% covered

Co-insurance 20% until out-of-pocket max, then 100% covered

No co-pay

In-network Traditional PPO Plan Family Prescription Coverage:

Retail (30 days)  
Generic: 20%  
Preferred brand: 20%  
Non-preferred brand: 20%

90-day mail/retail  
Generic: \$30  
Preferred brand: \$95  
Non-preferred brand: \$95

Flexible Spending Account (FSA)



In-network Standard Plan Family Medical Coverage:

Monthly Cost: \$380.75

Deductible \$2,550

Out-of-Pocket Max \$7,550

Preventive Care 100% covered  
Primary Care Visit \$30

After deductible:  
Hospital 20%  
Specialist 20%  
Urgent Care 20%  
Emergency Room \$100 + 20%

In-network Standard Plan Family Prescription Coverage:

Retail (30 days)  
Generic: 20% - \$10 min/\$40 max  
Preferred: 30% - \$30 min/\$100 max  
Non-Preferred: 50% - \$45min/\$150 max

90-day mail  
Generic: 20% - \$5 min/\$80 max  
Preferred: 30% - \$60 min/\$200 max  
Non-preferred: 50% - \$90 min/\$300 max



Monthly Cost: \$319.00

Deductible (Not Available)

Out-of-Pocket Max (Not Available)

Preventive Care (Not Available)  
Primary Care Visit (Not Available)

After deductible:  
Hospital (Not Available)  
Specialist (Not Available)  
Urgent Care (Not Available)  
Emergency Room (Not Available)

In-network Standard Plan Family Prescription Coverage: (Not Available)

Retail (30 days)  
Generic: (Not Available)  
Preferred: (Not Available)  
Non-Preferred: (Not Available)

90-day mail  
Generic: (Not Available)  
Preferred: (Not Available)  
Non-preferred: (Not Available)

# BENEFITS – DENTAL

\*see plan design chart



<p><b>Benefits - Dental</b> *See Plan Design Chart</p>	<p>Standard Family Dental PPO</p> <p>Monthly Cost: \$33.42</p> <p>Deductible \$100 per person</p> <p>Annual Max Benefit \$2,000 per person</p> <p>Orthodontic Lifetime \$2,000 per person</p> <p>Preventive Care 100% covered Basic Care 20% Major Care 20% Orthodontic Care 50%</p> <p>Flexible Spending Account (FSA)</p>	<p>Standard Family Dental</p> <p>Monthly Cost: \$28.85</p> <p>Deductible \$50.00 per person</p> <p>Annual Max Benefit \$1,500 per person</p> <p>Orthodontic Lifetime \$1,500 per person</p> <p>Preventive Care 100% covered Basic Care 20% Major Care 20% Orthodontic Care 50%</p> <p>Health Savings Account (HSA)</p>	<p>Comprehensive Dental Option Family</p> <p>Deductible \$60.00 per person/\$240 per family</p> <p>Annual Max Benefit \$2,000 per person</p> <p>Orthodontic Lifetime \$3,000 per person</p> <p>Preventive Care 100% covered Basic Care 70% Major Care 50% Orthodontic Care 50%</p> <p>Health Savings Account (HSA)</p>
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# INSURANCE & RETIREMENT



<b>Long Term Disability Insurance</b>	Coverage of 50-60% of monthly salary 60% of cost paid by Company 120-270 day waiting period	Offered at employee expense 50% pay protection	Company paid 50% pay protection Can purchase additional to 60%
<b>Life Insurance</b>	\$40,000 employee \$3,500 spouse \$1,500 child Group Universal Life	Up to \$70,000 employee	1x base pay
<b>Retirement</b>	401(k) Company paid direct contribution 5% 401(k) Company match contribution 3%  Exception: Pre-Merger CAL Flight Attendants: CARP 401(k) Company match up to 3% Pre-Merger CMI Flight Attendants: IAMNPP 401(k) Company match up to 3%	401(k) Company paid direct contribution  Company paid direct contribution 3%  Company match 2.5%	401(k) Company paid direct contribution 3%  401(k) Company match 6%
<b>Retiree Medical</b>	Retiree Bridge Medical: Use remaining sick bank 14 hours/month Coverage ends at age 65 Regular Retiree Medical Pay full cost of coverage Coverage ends at age 65  Exception: Pre-Merger UAL Flight Attendants: Pre-Medicare Benefits Post-Medicare Benefits Program sunsets in 2031	Pre-65 Retiree Medical: Pay full cost of coverage Coverage ends at age 65	None

# BENEFITS CHARTS

## UNITED AIRLINES - Monthly Premium for 2022 – Employee Active Contributions



### Required Medical Plans:

- Traditional Medical PPO
- Select Regional Plans (HMOs and Aetna Selects)
- Core PPO
- Core EPO
- Core HDHP (High Deductible Health Plan with Health Savings Plan)

Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Traditional PPO	\$224.02	\$489.24	\$359.60	\$624.38
Core EPO	\$218.43	\$476.84	\$349.81	\$608.23
Core PPO	\$213.80	\$466.42	\$341.71	\$594.33
HDHP	\$193.22	\$420.11	\$305.69	\$532.59
BCBS IL HMO (*)	\$202.55	\$441.12	\$322.03	\$566.60
KAISER N CA HMO (*)	\$204.21	\$444.72	\$323.48	\$563.99

(\*) HMO/Select Regional Plan selected for illustration

- Wellness Credit included: \$48 per Flight Attendant and spouse/domestic partner (\$96)
- Spousal Surcharge excluded: \$50 for spouse/domestic partner with employer-subsidized coverage available

Dental	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Cigna Traditional Dental	\$9.55	\$19.10	\$23.87	\$33.42
Cigna Dental HMO	\$3.18	\$5.97	\$6.57	\$10.26

# BENEFITS CHARTS (continued)

## AMERICAN AIRLINES - Monthly Premium for 2022 – Employee Active Contributions



Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Standard	\$129.89	\$337.73	\$233.81	\$454.64
Core	\$80.82	\$210.15	\$145.49	\$282.90
High-Cost Coverage	\$292.76	\$828.53	\$526.96	\$1115.55
Dental	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Plus	\$8.38	\$17.35	\$18.78	\$29.68
Basic	\$6.03	\$12.49	\$13.58	\$21.36

## DELTA AIRLINES - Monthly Premium for 2022-Employee Active Contributions



Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Co-Pay Option	\$150	\$323	\$263	\$435
Silver	\$40	\$86	\$70	\$116
Gold	\$110	\$237	\$193	\$319
Dental				
Basic	\$60 per person each calendar year			
Comprehensive	\$240 per person each calendar year			

- (OOA Co-Pay Option \$171 \$368 \$300 \$496) OOA FOR NON-MAINLINE EMPLOYEES
- (OOA Gold HAS Option \$129 \$278 \$227 \$375)



# COMPENSATION



<p><b>Annual Wages at top of Pay Scale (85 hours International Base Rate)</b></p>	<p>Annual Wages = \$71,152.20</p> <p>Base pay rate: \$67.11 International override: \$2.00 Incentive rate: \$72.11</p> <p>85 hours x 3 = 255 hours 200 hours @ \$69.11 = \$13,822.00 55 hours @ \$72.11 = \$3,966.05 Quarterly Pay = \$17,788.05</p>	<p>Annual Wages = \$71,410.20</p> <p>Base pay rate: \$66.26 IPD International override: \$3.75</p> <p>85 hours x 3 = 255 hours 255 hours @ \$70.01 = \$17,852.55 Quarterly Pay = \$17,852.55</p>	<p>Annual Wages = \$76,928.40*</p> <p>Hourly pay rate: \$73.37+ International override: \$2.05</p> <p>85 hours x 3 = 255 hours 255 hours @ \$75.42 = \$19,232.10 Quarterly Pay = \$19,232.10</p>
<p><b>Annual Wages at top of Pay Scale (85 hours Domestic Base Rate)</b></p>	<p>Annual Wages = \$69,552.20</p> <p>Base pay rate: \$67.11 Incentive rate: \$72.11</p> <p>85 hours x 3 = 255 hours 200 hours @ \$67.11 = \$13,422.00 55 hours @ \$72.11 = \$3,966.05 Quarterly Pay = \$17,388.05</p>	<p>Annual Wages = \$67,585.20</p> <p>Base pay rate: \$66.26</p> <p>85 hours x 3 = 255 hours 255 hours @ \$66.26 = \$16,896.30 Quarterly Pay = \$16,896.30</p>	<p>Annual Wages = \$74,837.40*</p> <p>Hourly pay rate: \$73.37</p> <p>85 hours x 3 = 255 hours 255 hours @ \$73.37 = \$18,709.35 Quarterly Pay = \$18,709.35</p>
<p><b>Annual Wages at 6<sup>th</sup> year of Pay Scale (85 hours International Base Rate)</b></p>	<p>Annual Wages = \$46,866.00</p> <p>Base pay rate: \$43.30 International override: \$2.00 Incentive rate: \$48.30</p> <p>85 hours x 3 = 255 hours 200 hours @ \$45.30 = \$9,060.00 55 hours @ \$48.30 = \$2,656.50 Quarterly Pay = \$11,716.50</p>	<p>Annual Wages = \$48,868.20</p> <p>Base pay rate: \$44.16 IPD International override: \$3.75</p> <p>85 hours x 3 = 255 hours 255 hours @ \$47.91 = \$12,217.05 Quarterly Pay = \$12,217.05</p>	<p>Annual Wages = \$55,926.60*</p> <p>Hourly pay rate: \$52.78+ International override: \$2.05</p> <p>85 hours x 3 = 255 hours 255 hours @ \$54.83 = \$13,981.65 Quarterly Pay = \$13,981.65</p>

# COMPENSATION



<p><b>Annual Wages at 6<sup>th</sup> year of Pay Scale (85 hours Domestic Base Rate)</b></p>	<p>Annual Wages = \$45,266.00</p> <p>Base pay rate: \$43.30 Incentive rate: \$48.30</p> <p>85 hours x 3 = 255 hours 200 hours @ \$43.30 = \$8,660.00 55 hours @ \$48.30 = \$2,656.50 Quarterly Pay = \$11,316.50</p>	<p>Annual Wages = \$45,043.20</p> <p>Base pay rate: \$44.16</p> <p>85 hours x 3 = 255 hours 255 hours @ \$44.16 = \$11,260.80 Quarterly Pay = \$11,260.80</p>	<p>Annual Wages = \$53,835.60*</p> <p>Base pay rate: \$52.78</p> <p>85 hours x 3 = 255 hours 255 hours @ \$52.78 = \$13,458.90 Quarterly Pay = \$13,458.90</p>
<p><b>Annual Wages at First Year Pay Scale Domestic Base Rate</b></p>	<p>Annual Wages = \$28,903.68</p> <p>Base pay rate: \$28.88 Reserve override: \$2.00 78-hour reserve guarantee</p> <p>78 hours x 3 = 234 hours 234 hours @ \$30.88 = \$7,225.92 Quarterly Pay = \$7,725.92</p> <p>Did not include incentive rates – based on hours actually flown</p> <p>Did not include Reserve picking up on days off paid above guarantee</p>	<p>Annual Wages = \$27,315.00</p> <p>Base pay rate: \$30.35 /hour 75-hour reserve guarantee</p> <p>75 hours x 3 = 225 hours 225 hours @ \$30.35 = \$6,828.75 Quarterly Pay = \$6,828.75</p> <p>Did not include Reserve picking up on days off paid above guarantee</p>	<p>Annual Wages = \$32,844*</p> <p>Hourly pay rate: \$32.20/hour 78-hour line – combination of pairing and A-Days</p> <p>78 hours x 3 = 234 hours 234 hours @ \$32.20 = \$8,211 Quarterly Pay = \$8,211</p>

\*ALL DELTA WAGES ABOVE INCLUDE 5/1/22 4% INCREASE