



Flight Attendant Industry Comparison



This document includes an industry comparison summary on many key provisions of our Joint Collective Bargaining Agreement and those of our two largest competitors. In all cases, every effort has been made to accurately reflect the terms in the summary. For complete information, please refer to our JCBA when applicable.

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. Remember also, at a non-unionized company such as Delta, any of the provisions are subject to change at any time.

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

- UAL= United Airlines
- AAL= American Airlines
- DAL= Delta Airlines



	United	American	Delta
Jumpseat	<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 other cabin under specific conditions</p> <p>Awarded in standby list seniority order</p> <p>May travel in business class pass travel attire</p>	CJA provisions
Reciprocal Cabin Seats	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

	United	American	Delta
Deadheading	<p>100% pay and credit</p> <p>Reservation shall be made by 18th 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>
Locking Compartments	Provided on all aircraft	Provided on some aircraft	Not stated
Parking	Provided at base. if not provided, charges to be paid by Company	Provided at base or other AA station. At bases with multiple airports, additional stickers	Not stated

	United	American	Delta
	At other than base, if no Company facility, Company pays up to \$35/month	issued in system seniority based on availability. If not provided, charges to be paid by Company up to cost at base	
Passports, Visas & Immunizations	Company to pay costs of passports, renewals, visas, work permits, and expedited renewal fee During renewal process ability to fly to locations not requiring passport Global Entry reimbursed Company to pay cost of required immunizations and CDC recommended immunizations Cannot be required to fly to location without required immunization	Company to pay costs of passports, renewals, visas, expedited renewal fee and Company to pay cost of required immunizations	Not stated
On-Board Rest	Scheduled flight segment between 2100-0359: :15 in aisle seat or jumpseat, :30 on non-stop flight segment > 7 hours International flight >7 and <8 hours :30 rest 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 Single aisle aircraft:	Flights under 7 hours: 15 min Cockpit or passenger aisle seat 7:00-11:59: 45 min 12:00-14:29: 2 hours 14:30 +: 3 hours Single aisle aircraft 3 coach seats, curtained from customer view	Not stated

	United	American	Delta
	<p>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> <p>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</p> <p>B777D & 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</p> <p>B747, B777, B787 and A350 shall have bunks except as noted above</p> <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 > 8 hours, bunks preferred but no less favorable than comparable aircraft</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 & 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>	
Incentive Pay Rates	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	N/A
Drafting Pay	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

	United	American	Delta
Drug/Alcohol Pay	\$25.00 per random test	\$15.00 per random test if after release from duty	None
International Galley Pay	B757 and Widebody: \$1.00/hour	\$1.75/hour 757/767/A330 aft lead \$1.00 all other galleys	None
Domestic Galley Pay	B757 and Widebody: \$1.00/hour	\$1.00/hour	None
International Purser	\$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
Domestic Purser	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
Holiday Pay	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	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
International Override	\$2.00/hour	\$3.75/hour for IPD pairing \$3.00/hour on non-IPD flights	\$2.05/hour

	United	American	Delta
		IPD: International Premium Destination NIPD: Non-International Premium Destination	
Language Qualified Pay	\$2.50/hour	\$2.00 /hour	\$2.25 /hour Additional pay for LQ Flight Attendant(s) if not enough LQs assigned to flight
Language Incentive Pay	\$1.00/hour	\$2.00 /hour	\$2.25 /hour
Night Pay	\$.50 /hour between 2200 - 0600	None	None

	United	American	Delta
Paychecks	1 st and 16 th day of month 70% of base pay in 1 st paycheck If adjustment check required must be issued not later than 5 business days, 7 if outside the US In case of hardship check issued within 3 business days	15 th and 30 th day of month 37.5 hours in 30 th paycheck If adjustment check required must be issued not later than next paycheck if <2 hours, if >2 but <5 hours, within five days, if >5 overnight mail. On request can pick up payroll card at Base	Bi-weekly
Profit Sharing	Formula based on: 10% of pre-tax Earnings not in excess of prior year 20% of pre-tax Earnings in excess of prior year	Formula based on 5% payout of pre-tax profits.	Formula based on: 10% of pre-tax Earnings not in excess of prior year 20% of pre-tax Earnings in excess of prior year
Reserve Guarantee	78 hours	75 hours	4:45/day
Reserve Override	\$2.00 per credited hour	None	None
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
White Flag Pay	White Flag 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 Purple Flag 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 (Company Trip Trade System) 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 pay when picking up trip from open time on designated days: 1-day trip: 4 hours 2-day trip: 6 hours 3-day trip and greater: 8 hours

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 > 12 hours</p> <p>Business class quality entrée, first class salad, other items main cabin tray set up</p>	<p>Not stated</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>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 & security standards</p> <p>Cab reimbursement for transportation to hotel if not provided within 20 min of request, if layover scheduled < 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>

	United	American	Delta
	If transportation not made available by Company to hotel, reasonable and actual expenses reimbursed		
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 < 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 < 2-hour short call, 3-hour in NYC, LAX and FLM</p>
Minimum Pay and Credit	<p>Duty RIGs</p> <p>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</p> <p>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</p> <p>1 hour pay for 2 hours on duty</p> <p>Min 4:45 per duty period</p>
Trip RIG	1 hour pay for 3:30 away (TAFB)	1 hour pay for 3:30 away (TAFB)	1 hour pay for 3:30 away (TAFB)
Scheduled or Actual Time	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment
Call-out Pay	2 hours	3 hours	1 for 2 duty credit (min 1 hour)

	United	American	Delta
Line Guarantee and Trip Guarantee	71-hour minimum Pay protected for value of line and trips, line value remains as it was prior to loss of flight time	70-hour minimum Pay protected for value of line and trips, line value remains as it was prior to loss of flight time	45-hour minimum
Monthly Maximum for Lineholders	95/100/100+ Flight Attendant option	95 hours 100 hours in flex month 115 hours (High Option PBS) Waivable	None
Monthly Maximum for Reserves	100/105/105+ Flight Attendant option	90 hours (95 in flex month) Waivable	None
Holding Time	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	\$7.00/hour or fraction thereof after :30 \$7.00/hour or fraction thereof after :45 at crew change stations waiting for replacements	Paid after :30 \$15.00/hour inclusive of first 30 minutes
35-in-7	Domestic Reserves only May not be scheduled to exceed 35 flight hours in any 7 consecutive 24-hour period Waivable	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	N/A

	United	American	Delta
		Deadhead and trips picked up/traded from other Flight Attendants do not count toward limitation	
1-in-7	Domestic: 1 calendar day off at home International: 1 calendar day off at home or 24 hours FFD away from home	24-in-7 24 hours FFD in 7 days at home or on layover	Scheduled:24 hours FFD at home or 28 hours on layover, or 2 24-hour breaks on layover Actual: 24-in-7
Minimum Days Off Lineholder	10: Waivable	11: Waivable	10: Waivable
Minimum days off Reserve	12: Waivable	12: Waivable	10: Waivable
Check-in Time	Home A319/320, B737: 1:00 B747/757/767/777/787: 1:15 Layover: A319/320, B737: :45 B747/757/767/777/787: 1:00 DHD: :45 at all points DHD for charters, off-line and ferries may be increased by :15 AMC flights may be increased by :45 Company may increase check-in time by an additional 15 minutes, in 5-minute increments, except for A319/320 and B737-700 \$5.00 additional pay for each 5-minute increment Increased by :15 if pre-clear customs	Home and layover 1:00 Domestic 1:00 NIPD 1:15 IPD	Domestic/Hawaii narrowbody and 767: 1:00 Domestic/Hawaii Widebody, non-Transoceanic International, and Intra-Theater: 1:15 Transoceanic: 1:30 DHD: 1:00 Inaugural flights: 2:00

	United	American	Delta
Boarding		Domestic: 30 minutes <165 seats 35 minutes >165 seats International: 50 minutes IPD 45 minutes NIPD	
Release from Duty	:15 after block arrival for working segment Upon block arrival for DHD Increased by :15 for customs	Domestic/NIPD :15 min after block arrival IPD :30 min after block arrival	:15 after block arrival for working segment Upon block arrival for DHD
Maximum Duty Day Domestic	Check-in Time 0500-1859: 13:00 Sched/15:00 Actual 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) High value trip exception: 14:00/16:00 Single duty pairing, no more than 3 segments, flight time over 9:00	Scheduled: Between 9:15 and 13:15 Base on report time and # of legs Rescheduled Between 11:15 and 13:15 Based on report time Actual: Between 12:00 and 15:00 Base on report time Redeye duty period: Flight scheduled to touch 0100 through 0101 local time No more than 2 segments 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 High value trip exception: 14:00/15:00	Multi duty period trips: 13:00 Sched. 15:00 Actual Single duty period trips: Scheduled 14:00 Actual: greater of 15:00 or scheduled +2:00 4:00 pay when exceeds max actual Back Side of the Clock – BOC Originates after 200 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

	United	American	Delta
		<p>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</p> <p>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>	
Minimum Home Rest: Domestic	<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>	11/10 FFD
Maximum Duty Day: International	<p>Flight Time Multi/Non-Stop ≤ 8:00: 14:00 Sched/16:00 Actual</p> <p>Multi/Non-Stop 8:01 - 12:00: 14:00/16:30</p> <p>Non-Stop > 12: 00: Scheduled: Check-in, FTM + Customs+ Debrief</p> <p>Sched day + 3:30: 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: 16:00/18:00 (Long-Range)</p> <p>FTM above 14:30: 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</p> <p>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</p> <p>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>

	United	American	Delta
			Back Side of the Clock – BOC Originates after 200 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
Minimum Layover Rest: International	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 In Japan: 19:00/17:00 No contact at layover points for first 8 hours of legal rest	Non-IPD: 9:30 FFD 8:00 POL IPD: 14:00 FFD	Pre-month trip construction for multi day pairing: Scheduled rest greater or equal to last duty period Daily operation: 9:15/9:00 FFD Min 8:30 POL If duty day scheduled at 14:00 or less exceeds 16:00 actual: Min 9:30 POL Transoceanic duty up to 14:00: 13:00/11:00 FFD Transoceanic duty > 14:00 18:00/14:00 FFD Ultra Long Range - ULR FTM > 16:00 24:00/20:00 FFD
Minimum Home Rest: International	Flight/DHD Time Rest Pickup/Trade Waiver ≤ 8:00 12:00 10:00 8:01-10:00 14:00 10:00	After Non-IPD duty period: 12:00 FFD sched/10:00 FFD actual After IPD duty period	Following duty period scheduled at 14:00 or less: 11/10 FFD

	United	American	Delta
	10:01-14:00 18:00 12:00 14:01-16:30 24:00 12:00 16:31-18:30 30:00 16:00 Reserve is guaranteed 24:00 minimum rest after international pairing of more than 5 days	Flight/DHD Time Rest ≤ 12:00 14:30 12:01 – 14:30 36:00 > 14:30 48:00 Waivable to FAR	If duty day scheduled at 14:00 or less exceeds 16:00 actual: 16:00 FFD Following duty period scheduled over 14:00: 14/12 FFD Transoceanic duty up to 14:00: 24/10 FFD Waivable to 11/10 for trip trade Transoceanic duty > 14:00 24/12 FFD Waivable to 14/12 for trip trade Reserve rest before URL: 24/18 Following ULR pairing: 54/48 if next pairing operates outside 3 time zones 30/24 if next pairing operates within 3 time zones
Operational Reliability Incentive	Domestic at non-base locations Company may request to reduce layover to min 8 hours FFD, if agreed 5 hours pay	None	None
Maximum Line Average	88 hours May increase to 90 hours 3 months/year	85 hours 88 hours in a “flexed” month	Not stated
Bid Months	30/31 days	29/30/31 days	30/31 days
Bidding	Position bidding Bid award by seniority	PBS Known absences placed in line prior to PBS bidding: e.g. known sick, vacation, training	PBS Known absences placed in line prior to PBS bidding: e.g. known sick, vacation, training

	United	American	Delta
	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	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	Position bidding Bidding by expressing preferences for line and trip characteristics Bid award by seniority
Bidding & Scheduling Timeline	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 st day at 1200 Training bidding opens 6 th day at 1200 Training bidding closes 7 th day at 1200 Training awarded 8 th day at 0600 Electronic bid packet available 10 th day at 1200 PBS Bidding Opens 15 th day at 1200 PBS Bidding Closes 18 th day at 1200 PBS Award Visible 20 th day at 1200 PBS Awards Final	Schedule constructed according to preferences submitted in Preferential Bidding System (PBS)
Operational Sub-Bases	For International Purser and/or Language Qualified Flight Attendants (LQ)	No	No
International Purser	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	Qualified Purser position (Domestic and International) Purser has ability to hold non-purser line of flying in seniority order

	United	American	Delta
		No purser reserve lines	If forced into LQ position, pay protected for Purser
Language Qualified Flight Attendants	<p>May bid all lines of flying, if awarded a language line, shall be considered in LQ sub-base for that month</p> <p>LQ Max staffing</p> <p>Narrowbody: 1 757: 2 Widebody: 3</p> <p>LQ designated reserve lines</p>	<p>LQ has ability to hold non-LQ Line of flying in seniority order</p> <p>LQ Max staffing</p> <p>Narrowbody – 1</p> <p>Widebody < 200 main cabin seats – up to 1 in each class of service May have 1 additional LQ to/from Asia</p> <p>Widebody > 200 main cabin seats – up to 1 in each premium cabin and up to 2 in main cabin</p> <p>LQ designated reserve lines</p>	<p>LQ has ability to hold non LOF in seniority order</p> <p>LQ Max staffing</p> <p>2/3 based on type of equipment and market</p>
Month to Month Line Adjustments	<p>Subject to adjustment if new line projection reduced by 3 hours or more</p> <p>May use self-adjustment window</p> <p>Self-adjust to +/- 3 hours on original days, or if unable;</p> <p>Self-adjust to +/- 3 hours on any days, or if unable;</p> <p>Self-adjust to no more than 5 hours above original line projection</p>	PBS	PBS

	United	American	Delta
	<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>		
Open Flying	<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 and flying that becomes open</p> <p>Open time may be moved from one base to another when reserve coverage is 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>
Trip Trading	<p>Trip Trading with other Flight Attendants begins immediately after line awards loaded</p> <p>Open Time, first come first served, beginning on the 23rd of preceding month</p> <p>1 seniority-based trade run with Open Time on the 27th 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 TTS (Trip Trade System)</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</p> <p>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>Flight Attendants enter trip trade requests (pick up, drop, trade) into TTS. TTS will</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 (reserve pool numbers)</p> <p>Can only trade for same or greater trip length</p>

	United	American	Delta
	<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>process multiple transactions to try to award requests</p> <p>Electronic Trade Board ETB Trades between Flight Attendants Must be in same base First come first served Not processed between 2300-0400 No max hours For 48 hours of PBS processing, cannot trade/drop pairing in last 3 days of bid period May drop line to a minimum of 40 hours credited hours per month</p> <p>Double up sequence. (“piggyback”)</p>	<p>Can trade trips originating in different bid months</p>
Out of Base Trades	<p>Open Time <14 hours prior to departure, may pick up Open Time trips at any base</p> <p>Flight Attendant to Flight Attendant <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>
International Purser Trip Trades and Pick-ups	<p>International Purser trip must be traded with International Purser qualified Flight Attendant</p> <p><14 hours prior to departure International Pursers may pick up open time in any base regardless of special qualifications for pairing</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>

	United	American	Delta
	<p><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>International Purser are able to pick up non-qualified pairings, but must maintain 50 hours of International Purser flying</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>		
LQ Trip Trades and Pick-ups	<p>LQ trip must be traded with LQ Flight Attendant</p> <p>Between 16 hours and 14 hours prior to departure, LQ Flight Attendants may pick up any trip in LQ base for which qualified</p> <p><14 hours prior to departure LQ Flight Attendants may pick up open time in any base regardless of special qualifications for pairing</p> <p><14 hours prior to departure, LQ Flight Attendants 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 are able to pick up non-qualified pairings, but must maintain 50 hours of LQ flying</p>	<p>LQ trip must be traded with LQ Flight Attendant</p>	<p>LQ trips must be traded with LQ Flight Attendant</p> <p>Only trade LQ pairing with open time for LQ pairing</p>

	United	American	Delta
	Only trade LQ pairing with open time for LQ pairing		
Personal Drop	<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>	Drop trip 2 trips in rolling 12 months based on coverage, Company may grant additional if staffing allows	<p>Paid Personal Time (PPT) (See Sick Leave) Accrue 56 hours/year if flew 540 hours previous year 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>
Personal Time Off (PTO)	<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>	See Personal Drop	See Personal Drop
Reserve System	<p>Straight Reserve</p> <p>A/B Rotation Non-US locations and HNL</p>	<p>Rotation</p> <p>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>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>

	United	American	Delta
		No Reserve granted a personal leave until all leaves granted to Lineholders	If seniority date after 2008, will hold no less than 6 A-days A-days blocks greater than 6 may be built in bases to cover transoceanic trips of 6 or more days
Reserve Move-up Lines	Built from the 1 st day of the new bid month to the 5 th All Reserves will be considered for move-up line unless they indicate otherwise May remove name from move-up list 4 protected days	N/A PBS	N/A PBS
Reserve Preferencing	All Reserves participate in Reserve Preferencing Reserves grouped by days of availability and in time accrued order 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 If assigned a pairing via Preferencing, released to check-in and not subject to displacement	Limited preferencing Reserves grouped by days of availability Can be for specific trip, generic request, standby periods, Remain on Call, specific Reserve Availability Period (RAP) Awarded preference in seniority order within group	See Ready Reserve preference

	United	American	Delta
	<p>If not assigned during Preferencing, Reserve is released or assigned Ready Reserve for following day</p> <p>If assigned trip during Preferencing a Lineholder may not displace the Reserve</p> <p>If assigned trip after Preferencing: Lineholder may displace Reserve >15 hours prior to check-in, except if Reserve assigned trip by Preferencing</p>		
Ready Reserve Preference Options	<p>Standby</p> <p>Minimum flying</p> <p>Maximum flying (automatic opt over 100:00)</p>	<p>Standby</p> <p>Specific pairings</p> <p>Generic preferences</p>	<p>Specific trips</p> <p>Standby</p> <p>Generic preferences</p> <p>Purser or LQ</p>
Reserve Minimum Days Off	<p>12</p> <p>May build reserve lines with up to 16 days off</p>	<p>12</p>	<p>10</p>
Special Reserve Legalities	<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 1st 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>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</p> <p>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>	

	United	American	Delta
	If assigned into 2 nd or more days, paid additional pay equal to actual value of trip (200% pay)		
Restoration of Reserve Days Off	<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.</p> <p>Day restored only if extended more than 1 hours into Golden day</p>	<p>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>
Reserve 1-in-7-Limitation	Relief from all Company obligations for not less than 1 calendar day during any consecutive 7 days	24-in-7	Scheduled: 24 hours FFD at home or 28 hours on layover, or two 24-hour breaks on layover Actual: 24-in-7
Reserve returning to home domicile	<p>Block-in with scheduling by phone or electronic means upon return to home base:</p> <p>Released to legal rest</p> <p>Given 2nd 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>Rest restarted if contacted before the last hour. Reserve must notify.</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: when on duty for >12 hours and next day is off</p> <p>Returning from international trip returning from DHD deviation into days off returning from all-nighter</p> <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>

	United	American	Delta
Reserve Trading Days Off and Pairings	<p>May trade a day off at least 1 calendar day prior to availability</p> <p>Maintain availability for greater of 3 days or shortest trip in base</p> <p>Unlimited trade with other Flight Attendants</p> <p>Unlimited trades with availability pool based on reserve coverage</p> <p>Minimum reserve coverage determined by Company (reserve pool numbers)</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>RSV who picks up additional time considered to have opted for month Reserve guarantee reduced by number of days vacated</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>May trade with other Flight Attendants and Company</p> <p>Reserve trades with other Flight Attendants - ETB</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>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>May trade days off with the Company Processed at specific time daily Awarded in seniority order Subject to Company approval</p> <p>Reserve 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>Can Drop block of A-Days to other Flight Attendant</p>
Reserve Notice of Assignment	<p>Reserve Preferencing: Next day assignment on automated system/recording at 1930 night before</p>	<p>Next day assignment on automated system/recording at 1800 night before</p>	<p>Must respond within 20 minutes of first contact attempt</p>

	United	American	Delta
	<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>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>	
Reserve Short call	<3 hours to report time	<2 hours to report time, 3 hours for co-terminal	<2 hours to report time (3:00 for NYC/LAX/FLM- Miami/Fort Lauderdale co-terminal)
Reserve Picking up from Open Time on Days Off	<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>	N/A – Line consists of combination of trips and A-Days
Reserve Picking up from Flight Attendants on Days Off	<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>	N/A – Line consists of combination of trips and A-Days

	United	American	Delta
Standby Reserve	<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</p> <p>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>
Out of Base Standby Reserve	May be assigned standby in a base other than their home base	May be assigned standby in a base other than their home base	May be assigned standby in a base other than their home base
Reserve Call-out Pay	2 hours	3 hours	1 for 2 duty pay
AMC Operations	<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>Contract between Company and Airlift Military Command</p> <p>Operations to Middle East destinations</p> <p>Volunteer list</p>	<p>Contract between Company and Airlift Military Command</p> <p>Conducted in accordance with FAA rules and legalities</p>

	United	American	Delta
	<p>Report time may be increased by :90</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</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>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>
Training & General Meetings	<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,</p> <p>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>\$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</p> <p>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</p> <p>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>

	United	American	Delta
	<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</p> <p>Single occupancy hotel accommodations Hotel gainsharing where available</p>		
Vacations Accrual	<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>More than 120 hours paid activity in quarter: 100% accrual 60-120 hours paid activity: 50% accrual 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 accrue 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>

	United	American	Delta
Vacation Bidding	<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>
Vacation Pay	3:15 hours/day per day	<p>4:00 hours/day for seven-day or more vacation block</p> <p>3.5 hours/day for less than 7-day vacation block</p>	<p>3:45 hours/day for first 14 days of vacation</p> <p>3:30 hours/a day for vacation days in excess of the first 14</p>
Vacation Fly Through	Can elect to fly through vacation period by picking up trips from other Flight Attendants	Can elect to fly through vacation period by picking up trips from other Flight Attendants	Not stated
Sick Leave	<p>Sick Leave Bank – max accrual 1,250 hours Accrue max 4:00 hours/month based on paid activities in a quarter</p> <p>Occupational Leave Bank – max accrual 400 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 120-60 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>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</p>	<p>Sick Leave Bank-Max accrual 168 hours (Paid Personal Time) (See Personal Paid Time – PPT)</p> <p>Accrue 4:40 hours/month</p> <p>Unused time paid out annually</p> <p>Must call scheduling Must provide projected well date upon initial notification</p> <p>Must contact Sedgwick Claims Management to certify absence of more than 7 consecutive days, file for FMLA or report OJI</p>

	United	American	Delta
	<p>Medical verification if on sick leave for more than 12 days, July 4th, 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>Occupational Injury</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>need to provide documentation to support the leave of absence</p> <p>Occupational injury</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>Occupational Injury</p> <p>State Workers' Compensation benefits</p>

	United	American	Delta
Probation	180 days	180 days Must obtain approval for trip trades	6 months
Leaves of Absence	<p>Personal, Medical, Maternity, Parental, Adoption, Military, Bereavement, Jury Duty/Court Witness, Union, COLA, Special COLA, Family Medical Leave</p> <p>Accrues seniority for bidding and pass travel</p> <p>Accrues pay seniority and longevity for limited period of time</p> <p>Does not accrue sick leave and vacation, except special COLA</p> <p>Maintains active insurance benefits and rates except on personal LOA</p> <p>Maintains pass travel for duration</p> <p>Medical LOA maximum duration is lesser of the period of disability, or 3 years, or length of active service</p> <p>Maternity, parental, adoption maximum duration up to 12 months</p> <p>Ability to transfer while on LOA</p>	<p>Personal, Voluntary, Leave in lieu of Furlough, Educational, Maternity/Medical, Family Medical, Paternity, Adoption, Union, Military</p> <p>Accrues seniority for all LOAs</p> <p>May accrue Pay and Vacation longevity based on leave type</p> <p>Maintains active insurance benefits if receiving pay (i.e. sick leave pay)</p> <p>Maintains pass travel for duration</p> <p>Medical LOA maximum duration is 5 years</p> <p>Ability to transfer while on LOA, if able to report within 15 days of report date</p>	<p>Personal, Educational, Special, Medical (including Maternity), Parental, Military, Jury Duty, Funeral, Family Medical</p> <p>Maternity LOA ends 6 weeks after birth (8 weeks if Cesarean Section)</p>
Jobshare and Partnership Flying Programs	<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>	No	Not stated

	United	American	Delta
	<p>Same qualifications</p> <p>Monthly maximum of 55 hours not including vacation</p>		
Filling of Vacancies	<p>Transfers</p> <p>May have request for 2 locations on file</p> <p>Awarded in seniority order</p> <p>Ability to decline awarded transfer</p> <p>If awarded and not accepted transfer freeze for 3 months</p> <p>If awarded and accepted transfer, freeze for 6 months</p> <p>May transfer while on LOA</p> <p>Base Locations:</p> <p>Company provides 90-day notice for base open/close</p> <p>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</p> <p>Provided with 2 fee waived passes per month for employee and family for 180 days after transfer and 1 positive space annually</p>	<p>Transfers</p> <p>May have request for multiple locations on file</p> <p>Awarded in seniority order</p> <p>Must accept transfer if awarded</p> <p>If awarded and accepted transfer freeze for 3 months unless, 1st and 2nd choice that was not open, becomes open</p> <p>Must be in active flying status</p> <p>Base Locations</p> <p>Company will meet and confer promptly for base open/close, no less than 120 days' notice for closure</p> <p>If new base or involuntary transfer provided with moving expenses</p> <p>Allowable expenses arranged and paid for by Company.</p> <p>Voluntary transfer</p> <p>Free space available shipping on company transportation</p>	<p>Transfers</p> <p>May have request for multiple locations on file</p> <p>Awarded in seniority order</p> <p>Transfer can be denied if it reduces current base staffing below required level</p> <p>May transfer while on LOA</p> <p>If awarded transfer, freeze for 3 bid periods</p> <p>Must rebid vacation in new base</p> <p>Monthly Base Swap</p> <p>Max 3 in rolling year</p> <p>May not be consecutive months</p> <p>May not be a vacation month</p> <p>Total number limited by base size</p> <p>Awarded in seniority order</p>

	United	American	Delta
	<p>Settling Time</p> <p>3 days unpaid for voluntary transfers</p> <p>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>New Hire 5 consecutive days hotel accommodations</p> <p>Settling Time</p> <p>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>Settling time 3 consecutive unpaid days in first month in new base</p>
Reduction in Personnel	<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>

	United	American	Delta
Moving Expenses	<p>Involuntary transfer due to closing of domicile or base, surplus, transfer to new domicile or base within 6 months of opening</p> <p>Free shipping of personal and household effects</p> <p>Storage</p> <p>Settling time</p> <p>Mileage allowance</p> <p>En-route expense</p> <p>Temporary living expenses</p> <p>House hunting expenses</p> <p>Free air transportation</p>	<p>Involuntary transfer due to closing of domicile or base, surplus, transfer to new domicile or base within 12 months of opening</p> <p>Free shipping of personal and household effects</p> <p>Storage</p> <p>Settling time</p> <p>Mileage allowance</p> <p>En-route expense</p> <p>Temporary living expenses</p> <p>House hunting expenses</p> <p>Free air transportation</p>	Not stated
Safety, Health and Security	<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>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>	Not stated

	United	American	Delta
	Prompt notification by Company when exposed to communicable disease		
Alcohol and Drug Testing	<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	<p>Maintained at base</p> <p>Available for inspection</p> <p>Adverse documents not placed into file more than 30 days after receipt by Company</p> <p>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</p> <p>Non-disciplinary discussions cleared from file after 2 years, provided no discipline</p> <p>Complimentary and complaint letters removed from file after 12 months, provided no other complaint letters during that period</p>	<p>Maintained at base</p> <p>Available for inspection</p> <p>Adverse documents not placed into file more than 10 days after receipt by Flight Service</p> <p>No complaint letter placed in file unless: Flight Attendant clearly identified, had control over the event</p> <p>Non-disciplinary discussions cleared from file after 12 months</p> <p>Discipline remains up to 2 years</p>	<p>Not stated</p>
Investigation & Grievances	<p>Investigations</p> <p>Entitled to Union representative</p> <p>Provided with copies of all documents</p>	<p>Investigations</p> <p>Entitled to Union representative</p> <p>Provided with copies of all documents</p>	

	United	American	Delta
	<p>May be held out of service with pay</p> <p>Notified of discipline/discharge within 15 days after investigatory meeting</p> <p>Not able to be disciplined later than 30 days after Inflight management knowledge of incident</p> <p>30 days to challenge discipline/discharge</p> <p>Must be notified in writing of precise charge if incident may lead to discharge</p> <p>Investigatory meeting within 10 days of notification</p> <p>Grievances</p> <p>Multi-step process</p> <p>LECP able to settle local grievance at Step 1</p> <p>MECP able to settle at all levels</p> <p>Company employee involved may not sit as hearing officer</p> <p>Grievances to be filed within 30 days of reasonable knowledge of incident</p> <p>Non-disciplinary actions, Contract Matters & Company Policies resolved utilizing local dispute resolution process</p> <p>Progressive Discipline</p>	<p>May be held out of service</p> <p>Notified of discipline/discharge within 10 days after hearing</p> <p>30 days to challenge discipline/discharge</p> <p>Must be notified in writing of precise charge if incident may lead to discharge</p> <p>hearing within 10 days of notification</p> <p>Grievances</p> <p>Multi-step process</p> <p>Hearing at local level. able to settle</p> <p>Appeal to System Board</p> <p>Company employee involved may not sit as hearing officer</p> <p>Presidential grievances to be filed within 45 days of reasonable knowledge of incident</p> <p>Non-disciplinary actions, Contract Matters & Company Policies</p> <p>Utilize local dispute resolution process</p> <p>Progressive Discipline</p>	

	United	American	Delta
	Dual Track – Attendance/ Dependability and Performance		
Attendance & Dependability Performance	<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 charged sick leave occurrence for occupational</p>	<p>Attendance and Dependability</p> <p>Must contact Sedgwick Claims Management to certify absence or more than 7 consecutive days, file for FMLA or report OJI</p>
System Board of Adjustment	<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>3member board 1 neutral, 1 Company and 1 Union May invoke 5-member board</p>	N/A

	United	American	Delta
Uniforms	<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>Not stated</p>
Commuter Program	<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>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>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>

	United	American	Delta
	<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 > 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>	First 3 incidents covered	
<p>Benefits Medical</p> <p>*See Plan Design Chart</p> <p>There are many different medical and dental plan options available at all airlines</p> <p>The plans used here are for illustrative purposes only and may not reflect your individual choices or personal selections</p>	<p>Required Medical Plans</p> <p>Traditional Medical PPO</p> <p>Select Regional Medical Plans</p> <p>Core Medical PPO</p> <p>Core Medical EOP</p> <p>Core Medical High Deductible Health Plan with Health Savings Account</p> <p>International Flight Attendants</p> <p>Traditional PPO</p> <p>Core Medical PPO</p> <p>Guam Flight Attendants</p> <p>Traditional PPO</p> <p>Core Medical PPO</p> <p>Select Regional Medical Plan</p>	3 medical plans: Standard, Core, High Cost Coverage	3 medical plans: Gold, Silver and Bronze

	United	American	Delta
	<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>In-network Traditional PPO Plan Family Medical Coverage:</p> <p>Monthly Cost (2020): \$440.56 Wellness credit included Spousal surcharge excluded</p> <p>Deductible \$500.00</p> <p>Out-of-Pocket Max \$3,000</p> <p>Preventive Care 100% covered</p> <p>Co-insurance 20% until out-of-pocket max, then 100% covered</p> <p>No co-pay</p>	<p>In-network Standard Plan Family Medical Coverage:</p> <p>Monthly Cost: \$380.75</p> <p>Deductible \$2,550</p> <p>Out-of-Pocket Max \$7,750</p> <p>Preventive Care 100% covered Primary Care Visit \$30</p> <p>After deductible: Hospital 20% Specialist 20% Urgent Care 20% Emergency Room \$100 + 20%</p>	<p>In-network Silver Plan Family Medical Coverage:</p> <p>Monthly Cost: \$224.00</p> <p>Deductible \$8,100</p> <p>Out-of-Pocket Max \$13,100</p> <p>Preventive Care 100%</p> <p>Co-insurance 20% until out-of-pocket max, then 100% covered</p>

	United	American	Delta
	<p>In-network Traditional PPO Plan Family Prescription Coverage:</p> <p>Retail (30 days) Generic: 20% Preferred brand: 20% Non-preferred brand: 20%</p> <p>90-day mail/retail Generic: \$30 Preferred brand: \$95 Non-preferred brand: \$95</p> <p>Flexible Spending Account (FSA)</p>	<p>In-network Standard Plan Family Prescription Coverage:</p> <p>Retail (30 days) Generic: 20% - \$10 min/\$40 max Preferred: 30% - \$30 min/\$100 max Non-Preferred: 50% - \$45min/\$150 max</p> <p>90-day mail Generic: 20% - \$5 min/\$80 max Preferred: 30% - \$60 min/\$200 max Non-preferred: 50% - \$90 min/\$300 max</p>	<p>In-network Standard Plan Family Prescription Coverage:</p> <p>Retail Tier 1: \$10 Tier 2: 20% - \$30 min/\$75 max Tier 3: 20% - \$50 min/\$125 max Tier 4: not covered</p> <p>90-day mail Tier 1: \$10 Tier 2: 20% - \$75 min/\$175 max Tier 3: 20% - \$125 min/\$300 max Tier 4: not covered</p> <p>Health Savings Account (HSA)</p>
<p>Benefits</p> <p>Dental</p> <p>*See Plan Design Chart</p>	<p>Standard Family Dental PPO</p> <p>Monthly Cost: \$28.77</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 \$2,000 per person</p> <p>Preventive Care 100% covered Basic Care 30% Major Care 50% Orthodontic Care 50%</p> <p>Health Savings Account (HSA)</p>

	United	American	Delta
Long Term Disability Insurance	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%
Life Insurance	\$40,000 employee \$3,500 spouse \$1,500 child Group Universal Life	Up to \$70,000 employee	1x base pay
Retirement	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 2% 401(k) Company match 6%
Retiree Medical	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	
Duration and Letters of Agreement	5 years Early Opener one year	5 years	N/A

Compensation	United	American	Delta
Annual Wages at top of Pay Scale (85 hours International Base Rate)	<p>Annual Wages = \$71,592.20</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 = \$4,076.05 Quarterly Pay = \$17,898.05</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 = \$73,072.80</p> <p>Base pay rate: \$69.59 International override: \$2.05</p> <p>85 hours x 3 = 255 hours 255 hours @ \$71.64 = \$18,268.20 Quarterly Pay = \$18,268.20</p>
Annual Wages at top of Pay Scale (85 hours Domestic Base Rate)	<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 = \$70,981.80</p> <p>Base pay rate: \$69.59</p> <p>85 hours x 3 = 255 hours 255 hours @ \$69.59 = \$17,745.45 Quarterly Pay = \$17,745.45</p>
Annual Wages at 6th year of Pay Scale (85 hours International Base Rate)	<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 = \$2,766.50 Quarterly Pay = \$11,826.50</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 = \$49,398.60</p> <p>Base pay rate: \$46.38 International override: \$2.05</p> <p>85 hours x 3 = 255 hours 255 hours @ \$48.43 = \$12,349.65 Quarterly Pay = \$12,349.65</p>

	United	American	Delta
Annual Wages at 6th year of Pay Scale (85 hours Domestic Base Rate)	<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 = \$47,307.60</p> <p>Base pay rate: \$46.38</p> <p>85 hours x 3 = 255 hours 255 hours @ \$46.38 = \$11,826.90 Quarterly Pay = \$11,826.90</p>
Annual Wages at First Year Pay Scale Domestic Base Rate	<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 = \$28,978.56</p> <p>Base pay rate: \$30.96 /hour 78-hour line – combination of pairing and A-Days</p> <p>78 hours x 3 = 234 hours 234 hours @ \$30.96 = \$7,244.64 Quarterly Pay = \$7,244.64</p>

Benefits Comparison



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)

Monthly Premium for 2020 – Employee Active Contributions

Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Traditional PPO	\$147.29	\$327.33	\$260.51	\$440.56
Core EPO	\$145.09	\$322.39	\$256.66	\$433.96
Core PPO	\$141.98	\$315.39	\$251.23	\$424.64
HDHP	\$139.21	\$309.14	\$246.36	\$416.31
BCBS IL HMO (*)	\$142.25	\$315.99	\$251.69	\$425.43
KAISER N CA HMO (*)	\$159.24	\$354.24	\$281.44	\$476.44

(*) 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	\$8.22	\$16.44	\$20.55	\$28.77
Cigna Dental HMO	\$3.04	\$5.70	\$6.27	\$9.79



Benefits Comparison



Monthly Premium for 2020 – Employee Active Contributions

Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Standard	\$108.78	\$282.84	\$195.81	\$380.75
Core	\$67.79	\$176	\$121.85	\$236.92
High Cost Coverage	\$218.93	\$613.24	\$394.07	\$825.63

Dental	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Plus	\$8.31	\$17.20	\$18.62	\$29.42
Basic	\$5.98	\$12.38	\$13.41	\$21.18



Monthly Premium for 2020 – Employee Active Contributions

Medical	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Bronze	\$47.00	\$113.00	\$84.00	\$155.00
Silver	\$68.00	\$163.00	\$125.00	\$224.00
Gold	\$113.00	\$271.00	\$212.00	\$373.00

Dental	1 Adult	2 Adults	1 Adult + Child(ren)	2 Adults + Child(ren)
Basic	\$9.00	\$18.00	\$24.00	\$33.00
Comprehensive	\$20.00	\$43.00	\$45.00	\$65.00

