

**SECTION 3  
COMPENSATION**

**A. Hourly Rates of Pay**

1. Flight Attendant compensation during the term of this Agreement shall be based on the following hourly pay scale:

*Note: out year to be proposed, proposed rates are ATI +17%*

<b>Longevity</b>	<b>DOS</b>	<b>Dos+1</b>	<b>Dos+2</b>
<b>1</b>	\$46.88		
<b>2</b>	\$48.27		
<b>3</b>	\$48.80		
<b>4</b>	\$50.16		
<b>5</b>	\$50.84		
<b>6</b>	\$51.50		
<b>7</b>	\$52.82		
<b>8</b>	\$55.47		
<b>9</b>	\$56.79		
<b>10</b>	\$58.38		
<b>11</b>	\$60.98		
<b>12</b>	\$63.58		
<b>13</b>	\$66.19		
<b>14</b>	\$68.79		
<b>15</b>	\$70.08		
<b>16</b>	\$71.48		

2. New-Hire Flight Attendant Rates of Pay

A new-hire Flight Attendant shall commence employment with the Company upon the Flight Attendant's completion of her/his initial OE training ("Date of Hire"). Beginning with the first day of initial training and continuing to the Date of Hire, Flight Attendants shall receive a training stipend as determined by the Company. The Flight Attendant shall begin receiving the rate of pay specified in the above pay scale on the Flight Attendant's Date of Hire.

3. Changes in Hourly Rate of Pay

The pay scale for year one of this Agreement shall become effective at the start of the first payroll period following the date of ratification ~~DOS~~. Each subsequent general increase shall be effective at the start of the payroll period following the date of ratification ~~DOS~~ anniversary date that triggers the increase. In a month in which a

Flight Attendant has a Longevity increase in her/his hourly rate, it shall be applicable at the beginning of the Bid Line for the month in which the increase occurs.

4. ~~Ratification Bonus~~

~~Each non-management Flight Attendant on the System Seniority List on the last day of the ratification voting period established by the Union shall receive the following lump sum payment within thirty (30) days following the DOS:~~

- a. ~~0 through 4 years Longevity~~ \_\_\_\_\_
- b. ~~5 through 9 years Longevity~~ \_\_\_\_\_ \$1,500
- c. ~~10 plus years Longevity~~ \_\_\_\_\_ \$2,000

~~For purposes of determining the bonus entitlement, Longevity shall be calculated as of the last day of the ratification voting period.~~

***Note: Ratification bonus to be proposed and written into a sideletter.***

**B. Monthly Pay Guarantee**

1. A Flight Attendant who is available for work on each Scheduled Duty Day during a full Bid Month shall be eligible for a MPG of seventy-two (72) ~~sixty-five hours (65:00)~~ of pay at the applicable Hourly Rate. The Company may increase MPG hours for Bid Lines tailored to specific programs, TDY, or DOT Scheduled Service.
2. The following types of absences on a Flight Attendant's Scheduled Duty Days shall not result in any reduction in MPG for the Bid Month:
  - a. ~~Paid Sick Leave~~
  - b. ~~Bereavement Leave~~
  - c. ~~Jury Duty~~
  - d. ~~Union Leave for which the Company is reimbursed by the Union~~
3. A Flight Attendant who is unavailable for work on a Scheduled Duty Day for reasons not otherwise protected from loss of MPG by this Agreement, shall incur a reduction in MPG of four (4) ~~3.43~~ hours for each such Scheduled Duty Day.
4. In a Bid Month in which a Flight Attendant returns to work from a leave of absence or furlough and has not been awarded a Bid Line prior to return, her/his MPG shall be computed on the basis of four (4) ~~3.43~~ hours of pay for each Duty Day assigned during the Bid Month.

**C. Pay Credit Hours**

A Flight Attendant shall receive Pay Credit Hours ("PCH") as provided in this subsection.

1. Flight Time, Deadhead and Ferry: When a Flight Attendant works a flight Segment as an assigned member of the cabin crew ("Live Flight Duty"), is on a deadhead, or ferry she/he shall receive PCH for the actual Block Time for the flight Segment on a one-for-one (1:1) basis (e.g., one (1) hour Block Time yields one (1) PCH. Block time begins when passengers start boarding and ends when the last passenger deplanes.
- ~~2. Deadheading: When a Flight Attendant is engaged in Deadhead Transportation, she/he shall receive PCH on a one-for-two (1:2) basis (e.g., two (2) hours Deadheading time yields one (1) PCH).~~
  - ~~a. Deadheading time on Company aircraft shall be computed on actual Block Time.~~
  - ~~b. Deadheading time on commercial aircraft shall be computed on the scheduled departure and arrival times published in the OAG at the time of ticket purchase.~~
  - ~~c. Deadheading time via surface transportation (not local in nature) shall be based on the scheduled time in transit unless the Scheduling Department is notified of a delay. No Deadhead pay shall be paid for local travel (50 statute miles or less).~~
2. Training: When a Flight Attendant is assigned to training other than Computer Based Training ("CBT") or as a new hire Flight Attendant in Initial Training, she/he shall receive one (1) credit hour for every two (2) hours, or fraction thereof, of training ~~3.43~~ PCH for each day she/he actually receives training. ~~There shall be no additional pay for training on a Flight Attendant's Day Off. Training administered while a Flight Attendant is in unpaid NQ status pursuant to Section 12 (Training) shall not be compensated.~~
3. CBT: A Flight Attendant shall earn and be credited one PCH for every one two hours ~~(1:1) (1:2)~~ above MPG required for successful completion of any Company directed CBT course. The Company will specify the time to be credited for each CBT. Should the Union believe that a CBT course is typically taking longer to complete than the credited amount, the Union and the Company will jointly review the CBT course to determine the accuracy of the time credited. If it is determined that the time allotted for the CBT course is improper, the credited time will be adjusted going forward. Earned PCH will be credited on the due date assigned by the Company for completion of the CBT course. No PCH credit will be given for CBT completed after the due date or for CBT administered for the purpose of remedial/requalification training.
4. Airport Standby Duty: Flight Attendants who perform Airport Standby Duty will be compensated at one PCH for every two (2) hours, or fraction thereof, served, (e.g., two (2) hours Airport Standby time yields one (1) PCH), with a minimum of three and a half hours (3:30). A Flight Attendant who is assigned Airport Standby Duty and that duty is removed from the schedule within an hour of the report time will be paid and credited for the Airport Standby Period.
5. Vacation: A Flight Attendant shall receive four (4) ~~3.43~~ PCH for each day of vacation taken on a Scheduled Duty Day. Vacation taken on a Scheduled Day Off shall be paid

at ~~four (4) 3.43~~ hours over MPG computed at the Flight Attendant's rate of pay at the time vacation is taken or paid in lieu of vacation.

6. Reserve Shift:

a. In Base or TDY Base

A Reserve shift will be paid and credited at four (4) hours per shift or flight time earned, whichever is greater. There shall be no PCH earned for Reserve on a Scheduled Duty Day covered by MPG.

b. During a Trip

A Reserve shift will be paid and credited at two hours (2:00) per shift or flight time earned, whichever is greater. A Flight Attendant assigned to other flying while on a Trip shall not lose pay and credit because of such assignment. Example: Joe is scheduled for a FRA-SOF turn on Wednesday. While on reserve during a trip he is assigned a FRA-MUC on Tuesday and that conflicts with the SOF turn. He flies the MUC turn and is dropped from the SOF turn. The SOF turn would have paid 4 hours more than the MUC turn. He will be made whole and paid and credited with the 4 hours he lost from being removed from the SOF turn.

**D. Calculation of a Flight Attendant's Base Pay**

For each Bid Month, a Flight Attendant shall receive the greater of MPG or cumulative PCH credited during the Bid Month pursuant to subsection C., above.

**E. Compensation in Addition to Base Pay**

1. ~~Call Out or Hold Over~~ on a Scheduled Day Off: A Flight Attendant who is called out ~~or held over~~ on a Scheduled Day Off shall be compensated as follows:

a. A Flight Attendant who performs duty (flight duty, Reserve, Deadhead Travel, required rest outside of Base, training) during ~~the~~ a Scheduled Day Off shall receive ~~Five Two~~ Five Two Hundred Dollars (~~\$500.200.00~~) plus the greater of four (4) ~~3.43~~ hours or actual hours credited derived from block time live flight duty and/or Deadhead, calculated in conformity with subsections C. 1. and 2. above.

~~b. No premium or overtime compensation shall be paid for training on a Scheduled Day Off.~~

2. Aircraft Cleaning: Where a Flight Attendant is assigned by the Company to clean the aircraft cabin in the absence of ground cleaning personnel, as outlined in Section 23. B., of this Agreement, she/he shall receive a premium of One Hundred and Fifty Dollars (\$150.00) for fulfilling the assignment.

Catering Pay: Duty: Where Flight Attendants are required to store food and supplies involving at least one meal service, Catering Duty will be paid to Flight Attendants who participate in stowing the catered food and supplies. The Catering Duty Pay will

~~be a premium of thirty dollars (\$30) for the duty period. Ground Operations will approve a maximum of one Flight Attendant per galley to stow the catered food and supplies. Each Galley Flight Attendants who participates designated by the Purser to perform this duty will receive a premium of.~~

3. Catering Stowage Pay: a Flight Attendant who participates in light catering (storing catering left in the galley or cabin by caterers) will be paid
4. Galley Pay: Flight Attendants assigned to galley positions on wide body (two aisle) aircraft shall receive an additional ~~Two One Dollars (\$2.00 1.00)~~ for each block hour (pro-rated for partial block hours) actually flown on such trips.
5. Extended Duty Period: When a Duty Period ~~consisting of solely Live Flight Duty, or a combination of front end Deadhead Travel followed by Live Flight Duty without intervening Rest, exceeds sixteen (16) hours eighteen (18) hours~~ a Flight Attendant will receive the following premium for the Duty Period:
  - a. Duty Period of over ~~sixteen hours (16:00) eighteen hours (18:00)~~ but not more than ~~eighteen hours (18:00) twenty hours (20:00)~~ pays a Fifty Dollar (\$50.00) premium.
  - b. Duty Period over ~~eighteen hours and one minute (18:01) twenty (20) hours~~ but not more than ~~twenty hours (20:00) twenty-two hours (22:00)~~ pays a One Hundred Fifty Dollar (\$150.00) premium.
  - c. Duty Period of over ~~twenty hours and one minute (20:01) twenty-two hours (22:00)~~ pays a Two Hundred Fifty Dollar (\$250.00) premium.
6. Canceled Duty/Lost Trip Pay: If a Flight Attendant reports for a flight at her/his Base and is released at Base due to a canceled flight, she/he shall receive one hour (01:00) of pay. A Flight Attendant will receive pay and credit for all Trips and Reserve duty on her/his schedule which are subsequently removed from her/his schedule through no fault of the Flight Attendant.
7. ~~Duty During Delay/Enroute Stops/Post Arrival: When passengers remain onboard the aircraft and are unable to deplane for more than one hour (01:00), Flight Attendants will receive pay at the applicable rate for the period of time spent on board with passengers.~~
8. Nothing contained herein shall prohibit the Company from paying additional compensation to Flight Attendants assigned to specific programs, schedules, TDY, or Base locations.
9. Dumping Pay: Each Flight Attendant who participates in the bagging of galley trash will be paid an additional thirty dollars (\$30).
10. Holiday Pay: A Flight Attendant who is on a Trip or on Reserve will be paid an additional three hundred dollars (\$300) on New Year's Day, Independence Day, Thanksgiving Day and Christmas Day. The Company will continue its practice of allowing a Flight Attendant to expense up to fifty dollars (\$50) on the Company credit

card for a meal on New Year's Day, Thanksgiving Day and Christmas Day, if no catered meal is provided at the hotel.

11. Meeting Pay: A Flight Attendant required to attend a meeting (online, telephone or in person) will be paid the hourly rate for one (1) hour or actual meeting, whichever is greater. A Flight Attendant required to travel for a meeting will be paid deadhead pay to and from the meeting. **Note: this applies to all meetings, such as purser call, all call, discipline meetings, etc.**
12. Drug/Alcohol Test and Miscellaneous Pay: A Flight Attendant will be paid fifty dollars (\$50) for a drug and/or alcohol test. The same amount shall apply if a Flight Attendant is required to be vaccinated, fingerprinted or obtain any other requirement for work which is to be done in addition to the flying or reserve.
13. Global Entry Reimbursement: The Company will reimburse a Flight Attendant for Global Entry.
14. Potentially Hazardous/SHRC Duty Pay: A Flight Attendant on an ICE flight, prisoner flight, disease outbreak evacuation flight, flight in/out of volatile location and flight in/out of locations which are designated by the US State Department as "do not travel," "exercise increased caution" and "exercise increased caution - contains areas with higher risk security" will be paid \$1,500 in addition to all other pay for the flight.
15. Concur Pay: A Flight Attendant will be paid an additional fifty dollars (\$50) each month for completing Concur or equivalent.
16. Pre Departure Security Check Pay: A Flight Attendant required to perform a pre departure security check will be paid an additional fifty dollars (\$50).

#### **F. Purser Premium Pay**

When assigned to Purser duties or holding a Purser line, a Flight Attendant shall receive the following premium pay:

1. Large Category Aircraft Purser Pay:
  - a. A premium of ~~Ten Dollars (\$10.00)~~ Four Dollars (\$4.00) per hour added to the Purser's hourly rate.
  - b. A premium of ~~Four Dollars (\$4.00)~~ One Dollar Twenty Five Cents (\$1.25) per hour for all time away from Base while on assigned trips.
- ~~2. Light Category Aircraft:~~
  - a. ~~A premium of Two Dollars (\$2.00) per hour added to the Purser's hourly rate.~~
2. A Flight Attendant who upgrades to Purser shall receive the Purser premium added to her/his PCH on flight segments where she/he performs the Purser duties.
3. A Purser who works on her/his Day Off in the capacity of a Flight Attendant with no Purser duties, shall receive no premium pay under this subsection.

4. A Purser who is unable to hold a Purser line due to seniority or who is assigned a Reserve line will receive Purser pay for the month.

**G. Payroll Procedures**

1. A Flight Attendant's normal monthly pay shall be disbursed in two (2) payments. The first disbursement shall be made on the fifteenth (15th) day of each calendar month, and the second disbursement shall be made on the last day of each calendar month.

- a. The disbursement on the fifteenth (15th) day of the month shall include:

- i. Fifty percent (50%) of the Flight Attendant's MPG for the current Bid Month;
- ii. All additional pay, if any, the Flight Attendant earned during the preceding Bid Month that is paid in excess of MPG for the preceding Bid Month;
- iii. Per Diem earned during the previous pay period; and
- iv. Pay for vacation or sick leave taken during the preceding Bid Month
- v. Pay for overtime earned by reason of the Flight Attendant having worked on Scheduled Days Off during the preceding Bid Month.
- vi. Any adjustment to the prior Bid Month's MPG based on a Flight Attendant's unavailability for duty on all Scheduled Duty Days.

- b. The disbursement on the last day of the month shall include:

- i. The remaining fifty percent (50%) of the Flight Attendant's MPG for the current Bid Month; and
- ii. Per Diem from the previous pay period.

2. All premium compensation earned by a Purser, or a Flight Attendant performing Purser duties, shall be paid on the 15th day of the month for the preceding Bid Month.

3. All compensation shall be calculated in United States dollars. Flight Attendants shall have their paychecks direct deposited. Earning statements will be made available on the Company's intranet.

4. At the Flight Attendant's request, a pay shortage of ~~one hundred dollars (\$100) or more~~ will be rectified by the Company within five (5) business days or less via direct deposit.

5. Earnings Statement

Each pay component will be a line item on the earning statement, per day.

6. Purser Report

A Flight Attendant will have access to view the completed Purser Report for each flight worked, within twenty-four (24) hours of completion.