

**SECTION 6
EXPENSES**

A. Per Diem

1. Domestic per diem shall be One Dollar and ~~Ninety-Two Cents (\$1.92)~~ ~~Sixty-Seven Cents (\$1.67)~~ _____ per hour beginning at the report time at the Flight Attendant's Base (or other point of report) and concluding at the time she/he is returned to the Flight Attendant's Base (arrival time plus applicable debrief), or at time of release when a Flight Attendant's request to be released from duty at a location other than her/his Base is granted, at the end of a trip or duty sequence within the contiguous United States. **Note: only amount open**
2. International per diem shall be Two Dollars and ~~Sixty-Seven (\$2.67)~~ ~~Seventeen Cents (\$2.17)~~ _____ per hour. International per diem shall begin at the report time for the first international segment of a flight and conclude at the time the Flight Attendant arrives back at a domestic United States location, except that any Trip that begins in the contiguous United States and involves an international layover of less than six hours (06:00) before ending back in the contiguous United States shall be paid at the domestic rate. **Note: only amount open**
3. The Company may, from time to time, and at its sole discretion, elect to set a per diem rate greater than what is set forth in A.1. and A.2. above for certain destinations or TDY locations. The period of time that such greater rate may apply for a specific destination or TDY locations shall be determined by the Company. **Agreed**

~~4. In no event shall per diem for Flight Attendants be less than it is for pilots. OAI rejects~~

B. Parking

A Flight Attendant will be provided parking at her/his Base domicile at no cost where this can be secured by the Company. Where parking cannot be secured by the Company, an employee with a request for parking will be provided a stipend for parking/transport of One Hundred Fifty Dollars (\$ 150.00) per month. (OAI 2024-01-17)

The Company will pay toward Company designated long term parking at a Flight Attendant Base as specified below. The time periods delineating the various payment categories are calculated from a Flight Attendant's Date of Hire.

~~During year 1 - monthly fee over \$25.00~~
~~During year 2 - monthly fee over \$20.00~~
~~During year 3 - monthly fee over \$15.00~~
~~During year 4 - monthly fee over \$10.00~~
~~During year 5 - monthly fee over \$ 5.00~~
~~Thereafter - entire monthly fee _____~~

C. Passports, Visas, and Required Inoculations

1. The Company will reimburse Flight Attendants the cost charged by the U.S. Department of State for one necessary ~~non~~-expedited renewal of a U.S. passport during the life of this Agreement. For Flight Attendants holding a foreign passport, the Company will provide an equivalent amount for renewal of a foreign passport. In addition, the Company will reimburse Flight Attendants up to Fifteen Dollars (\$15.00), with receipt, for required passport renewal photos if photo cannot be taken by the Company. (OAI 2024-01-17)
2.
 - a. The Company will pay for all required inoculations and any required special work permits. **Agreed**
 - b. A Flight Attendant will not be required to receive any inoculations which her/his doctor certifies in writing that she/he should not receive. **Agreed**
3. The Company will pay for and obtain all required visas and reimburse the cost of visa photos. Notwithstanding this provision, should the visa application require information about a Flight Attendant which is unknown by the Company, it may be necessary for a Flight Attendant to obtain that visa. She/he may use the Company credit card or submit the expense for reimbursement. **Agreed**
4. No Flight Attendant will be disciplined for issues involving passport renewal, visa or background problems, provided she/he has taken all reasonable measures to prevent issues in a timely manner. The Company may remove the Flight Attendant from duty and place her/him in non-pay status until the Flight Attendant possesses all required passports and/or visas or has cleared any background problems. ~~A Flight Attendant will suffer no loss of pay if she/he is unable to renew her/his passport because her/his schedule.~~ (OAI 2024-01-17)
5. A Flight Attendant who obtains a second passport at Company request will be reimbursed for that passport and subsequent renewals, if the Company requests such renewals. **Agreed** 2022-10-19

D. Layover Transportation

1. The Company shall provide for work-related transportation between aircraft and lodging facilities when such transportation is not provided by the lodging facility. The Company will make every effort to pre-arrange transportation; however, in the event it is not feasible to make these arrangements, on a case-by-case basis the Flight Attendant will be allowed to utilize locally obtained transportation (e.g. taxi or the Company's Uber Business Account) after first contacting the Scheduling Department. Upon presentation of a receipt for the transportation, the Company shall reimburse the Flight Attendant for the cost of such transportation. Such expenses should be submitted to an Inflight Support Coordinator for reimbursement processing. **Agreed** 2022-10-19

2. No Flight Attendant will be required to wait more than forty-five (45) minutes after block-in for Company arranged or complimentary transportation to a layover hotel. If the transportation arranged by the Company or the hotel does not or cannot arrive at the designated pick up point within forty-five (45) minutes, the Purser (or Flight Attendant in the event there is no Purser) may obtain transportation (e.g. taxi or limo) for the entire crew, after advising the Scheduling Department of the transportation problem. The Company will reimburse the Flight Attendant for expenses incurred for such transportation, as outlined in the previous paragraph or she/he may use the Company's Uber Business Account. Such expenses should be submitted to an Inflight Support Coordinator for reimbursement processing and will be paid on the second check for the Bid Month following the Bid Month in which submitted. **Agreed 2022-10-19**

E. Luggage Policy for Commercial Travel

1. Normal Baggage Allowance: The Company will pay the cost of one (1) checked bag with a maximum weight of 50 lbs. (22.68 kg), one carry-on bag up to 40 lbs. (18.14 kg) and one personal item such as a city tote or computer bag. If a crewmember chooses to carry baggage in excess of this allowance, the extra charges incurred will be at her/his expense. **Agreed**
2. Flight Attendants are issued a credit card to pay for checked luggage charges. When traveling on Omni paid commercial travel, Flight Attendants use their Company issued card to pay for authorized checked luggage charges. Charges for luggage above the authorized limits will be at the Flight Attendant's expense. **Agreed**
3. The number and weight of baggage for which the Company will be financially responsible for bag charges is the same for International and domestic travel. Luggage policies differ considerably for each international carrier. In situations where passengers are allowed a maximum of one (1) carry-on bag, the Company will cover the cost for the second checked bag. **Agreed**

F. Hotel Accommodations

1. The Company will provide Flight Attendants single occupancy hotel rooms with the following standard amenities. When the Company must deviate from this standard, it will provide an explanation of the circumstances that prevented compliance with the standard. ~~The Company will makes its best effort to provide accommodations for all Flight Attendants in safe, clean, quiet hotels with adequate eating facilities in the hotel or nearby. The Company will also make its best effort to avoid smoking rooms, first floor accommodations and telephone deposits when contracting accommodations.~~
 - a. Single occupancy; **Agreed 01/16/2024**
 - b. Clean rooms in good repair; **Agreed 01/16/2024**
 - c. Safe location and adequate security; **Agreed 01/16/2024**

- d. Equipped with a private bathroom that has a shower and/or bath; Agreed 01/16/2024
 - e. Blackout drapes or equivalent; Agreed 01/16/2024
 - f. Entrance to rooms via interior hallway entry doors; Agreed 01/16/2024
 - g. Non-smoking rooms; Agreed 01/16/2024
 - h. Away from known noisy areas, such as sports stadiums, train tracks, truck stops, nearby construction projects, etc. Generally, proximity to a commercial airport will satisfy this standard due to noise reduction construction; Agreed 01/16/2024
 - i. On-site restaurant and/or restaurant within safe walking distance, or lodging that has contractually agreed to provide shuttle service to nearby restaurants; Agreed 01/16/2024
 - j. In the United States, rooms with double or larger sized beds; Agreed 01/16/2024
 - k. Air conditioning and heating, ~~the control of which is in the room and may be manipulated by the Flight Attendant;~~ (OAI 2024-01-17)
 - l. Internet access, preferably in-room and free; Agreed 01/16/2024
 - m. Iron and ironing board (preferably provided in room); Agreed 01/16/2024
 - n. Television; Agreed 01/16/2024
 - o. Phone; Agreed 01/16/2024
 - ~~p. Onsite laundry facility (preferably free of charge); (OAI 2024-01-17)~~
2. The Company shall also use commercially reasonable efforts to secure rooms with the following desired amenities. It shall not be a violation of this Agreement if the Company is unable to secure lodging that meets these desired amenities after making commercially reasonable efforts. Agreed 01/16/2024
- a. Within walking distance of shopping, stores and theatres. Agreed 01/16/2024
 - b. Business center with computer, Internet access and printer; Agreed 01/16/2024
 - c. Refrigerator; Agreed 01/16/2024
 - d. Microwave; Agreed 01/16/2024

- e. Hair dryer; Agreed 01/16/2024
- f. In-room safe or access to a safe located at the front desk; Agreed 01/16/2024
- g. Alarm clock/radio; Agreed 01/16/2024
- h. Pool; Agreed 01/16/2024
- i. Onsite fitness center; Agreed 01/16/2024
- j. Crew food and beverage discounts; Agreed 01/16/2024
- k. Complimentary breakfast; Agreed 01/16/2024
- l. Membership points; Agreed 01/16/2024
- m. Onsite laundry facility (preferably free of charge)
- ~~m. Lodging with extended-stay type amenities for longer-term stays (e.g., initial new hire training, upgrade training, instructors assigned to simulator/ground instruction). (OAI 2024-01-17)~~

For example, the following hotel brands typically fulfill expectations for having the standard amenities specified above: Hilton, Hampton Inn, DoubleTree, Embassy Suites, Hilton Garden Inn, Homewood Suites, Hyatt Place, Hyatt House, Crowne Plaza, Staybridge Suites, Marriott, Courtyard by Marriott, Residence Inn, Springhill Suites, Sheraton, and Holiday Inn. Agreed 1/16/24

3. ~~If a lodging facility provides room rates that include complimentary breakfast as a standard amenity for all guests, the Company shall secure rooms with such rates. The Company shall not select or negotiate for a room rate that excludes complimentary breakfast. (OAI 2024-01-17)~~

~~4. Lodging used during TDYs is further addressed in Section 18.L (Filling of Vacancies).~~

5. Booking Exceptions

~~a. If lodging that meets the requirements of Section 6.B.1 is “unavailable” during the requested dates, the Company shall make commercially reasonable efforts to book lodging that meets as many of the requirements in subsection 6.B.1 as possible. For the purpose of this subsection “unavailable” means that no lodging within ten (10) miles of the airport meets the standards in subsection 6.B.1 and has sufficient vacancies to accommodate the Flight Attendants. (E.g., Ascension Island or Green Bay hosting the Super Bowl). Nothing in this subsection shall be understood to prevent the Company from booking lodging outside of ten (10) miles of the airport that meets the standards in subsection 6.B.1 if standards compliant lodging is also available within ten (10) miles of the airport, or as otherwise agreed to in subsection 6.C.2, below. (OAI 2024-01-17)~~

~~b.~~ The Company and the Union Hotel Committee (UHC) may agree that a specific hotel may be utilized for booking that does not meet a standard above. ~~in subsection 6.B.~~ The parties will maintain a list of such agreed upon hotel(s). (e.g., The UHC and Company may agree that Crewmembers may be booked lodging in a beach bungalow that lacks an in-room telephone). **Agreed 2022-10-19**

6. Lodging Coordination

a. Upon request, the Company and the Union Hotel Committee shall jointly review the crew lodging facilities. The Committee may make recommendations to the Company at any time on current or prospective overnight lodging facilities. Such recommendations shall be given reasonable consideration by the Company in its overnight lodging facility selection process. In jointly reviewing lodging facilities or in considering Committee recommendations, the parties will use the standards in ~~subsection 6.B.~~ above. ~~Upon request, the Company shall provide the UHC with a copy of a specific hotel contract where a complaint has been filed. (OAI 2022-12-12)~~

b. All Flight Attendants complaints concerning lodging with respect to the standards ~~in subsection 6.B.~~ above, shall first be submitted to the UHC. If the UHC Chairman or designee finds a complaint to have merit, it may forward a written complaint to the Company. The Company will provide a written response to the complaint within ten (10) days of the complaint being filed. ~~If the Company does not respond or if the Union is not satisfied with the Company's response, it may file a grievance under Section 19 (Discipline, Grievances and System Board Resolution of Disputes) within thirty (30) days of the date of the Company's response or deadline for the response if not provided. Lodging that is found to be unsuitable as a result of a complaint or subsequent grievance shall be added to a Substandard Hotel List and shall no longer be used for Flight Attendants accommodations. The Union and the Company may add or remove hotels from the Substandard Hotel List by mutual agreement. Agreed 2022-12-12~~

~~c.~~ If a Purser is scheduled to layover in a hotel that she/he does not believe will provide her/him with adequate rest, the Purser may, with the concurrence of the Vice President of Operations, relocate the Flight Attendants to an adequate single occupancy lodging facility. ~~upon notice to the Vice President of Operations. (Agreed 2024-1-16)~~

7. The Company is only responsible for the room rental cost and tax. A Flight Attendant shall notify the Company in advance of hotel check-in time if she/he does not intend to use the hotel accommodations arranged by the Company. **(Current F.2.) Agreed**

~~8.~~ It is recognized that some accommodations on military or other government trips may not meet the requirements outlined above due to availability or security (i.e. staying in military facilities). However, no Flight Attendant will be required to share

rooms or bathrooms with a member of the opposite gender. OAI proposes keeping current F.3 language 2022-12-12

98. A Flight Attendant is responsible for paying for the incidentals she/he charged to a room at the time of departure from the hotel. If the Company receives a bill from the hotel that includes an outstanding balance from a Flight Attendant's hotel stay, that Flight Attendant shall be given a copy of the bill in order to verify the charges. The Flight Attendant may contact the hotel directly to pay for the charges or she/he may have the charges deducted from her/his next paycheck. The Flight Attendant must present documentation within fifteen (15) days that the charges have been paid or resolved or the charges will be deducted from her/his next paycheck. **(Current F.8.) Agreed**

10.9. No Flight Attendant will be required to give her/his personal credit card to the hotel upon checking in. Should a hotel insist as a condition of check-in that a card be presented, the Flight Attendant may use the Company card. ~~should comply and advise the Travel Department of the hotel's actions.~~ Charges applied to the card for incidentals not normally paid for by the Company shall be reimbursed promptly by ~~to~~ the Flight Attendant. upon presentation of documentation. **(Current F.5.) Agreed 2022-12-12**

~~While the selection of hotels remains a management decision, the Company will work with the Union's Hotel Committee to assess hotels utilized by the Company on an ongoing basis.~~ **(Current F.6.) Agreed 2022-10-19**

11.10. A Flight Attendant may fax her/his bid from an overnight hotel at the Company's expense if the website is not accessible or the internet is not provided at the hotel or is not free of charge. The Flight Attendants staying at the hotel shall make every effort to coordinate the faxing of the bids. **(Current F.7.) Agreed**

12.11. Access to Airport VIP Lounges

~~a. A Flight Attendant may purchase access to an available airport VIP lounge at Company expense utilizing the Company issued credit card during layovers exceeding three (3) hours in duration that meet the following criteria: a. Where the Company has scheduled or rescheduled layovers greater than three (3) hours but less than six (6) hours in duration, with the exception of the following periods that will not be considered in calculating layovers entitling a Flight Attendant to Company paid access to a VIP lounge:~~

~~(i) Time spent waiting for a flight following the end of a Flight Attendant's training.~~

~~(ii) Time occurring between flights operated by the Flight Attendant.~~

~~(iii) A layover that occurs during travel arranged or requested by a Flight Attendant as an alternative to Company scheduled travel, including alternative travel granted pursuant to subsections 7.E.2 (Deadheading) and 8.D (Bases and Gateway Travel).~~

~~(iv) A layover that exceeds three (3) hours only when report time preceding flight duty is calculated as part of the layover (e.g., where a Flight Attendant is scheduled for a~~

~~two and one half hour layover, followed by one hour of report time prior to operating a flight).~~

~~b. Where a Flight Attendant is engaged in travel on a commercial carrier during a period originally scheduled by the Company to exceed fourteen (14) continuous hours devoted to activities including report time, flight duty, Deadhead, Gateway Travel, or any combination thereof, an unscheduled layover due to delays that are outside the control of the Company or the Flight Attendant (e.g., weather, maintenance, or other unforeseen delays in flight times or scheduled itinerary). To establish that the unscheduled layover entitles a Flight Attendant to lounge access, the commercial carrier's announced estimated flight delay duration must result in a layover exceeding three (3) hours measured from the scheduled or actual arrival of the Flight Attendant's inbound flight, whichever is later, to the carrier's announced departure time, provided that from the time the Flight Attendant has knowledge of the delay he is able to actually utilize the lounge facilities for three (3) hours. Before purchasing access to a **VIP** lounge during an unscheduled layover, a Flight Attendant shall contact the Scheduling Department to advise the circumstances causing the delay and to determine if a lounge has been pre-arranged for that layover. The Scheduling Department shall authorize the purchase of access to a **VIP** lounge where the above criteria are met.~~

~~c. In lieu of providing **VIP** lounge access at a particular airport, the Company may provide access to a corporate lounge (e.g., ACME Airlines' pilot lounge) or its own employee lounge. The use of any alternate lounge shall be subject to Union approval, which shall not be unreasonably withheld upon confirmation that the alternate lounge is reasonably accessible and has features and amenities comparable to an airport VIP lounge.~~

13.2. Long Layover and TDY Accommodations

~~Unless mutually agreed by the Union and the Company, on TDY's or layovers in excess of nineteen (19) hours block to block, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.~~

14.2. Where a Flight Attendant is assigned to a duty day of ~~fourteen (14)~~ ~~sixteen~~ **16** hours or more, the Company will where possible provide a hotel room or access to a lounge for any scheduled break of five hours (05:00) or more, or if maintenance delays are expected to exceed five hours (05:00). All requests for hotel or lounge must be directed to the Scheduling Department via telephone or **electronic means, CrewNet.** **(OAI 2024-01-17)**

15.3. Airline or hotel points/mileage earned while on a commercial flight or layover, including TDY, shall be the property of the Flight Attendant. Nothing contained herein shall limit the Company's right to negotiate commercial travel and hotel rates which exclude points/mileage awards. Any taxes assessed on such points/awards are solely the responsibility of each Flight Attendant. **(Current G.) Agreed**

G. Known Crew Member

~~Within One Hundred and Twenty (120) days of the ratification of this Agreement, The Company shall enroll the Flight Attendants in the Known Crewmember Program at Company expense. **Agreed**~~

~~H. DOD Common Access Card~~

~~Flight Attendants will be provided with DOD Common Access Cards when flying into a military base. *Note: a much higher per diem will be necessary when staying on a military base without the access card.* **Omni rejects**~~

I. Company Credit Card

A Flight Attendant will be provided with a Company credit card to use for Company business (including the cost of internet at hotels with prior Company approval). The Company credit card may be used to pay that portion of her/his personal cell phone bill for all charges incurred during international calls to/from the Company. Documentation of such usage and charges shall be submitted to the Company utilizing the Company's electronic receipt documentation program (from Vacancies). **Agreed** 2022-10-19