



INDUSTRY CONTRACT* COMPARISON

(*DELTA FAs WORK UNDER "TERMS OF EMPLOYMENT" AS THEY ARE NON-UNION)

	T/A	Delta	UAL	CAL
Annual Wages For Top Of Pay Scale/85-hr. Month/International	DOS \$58,415.40 IPD DOS \$57,650.40 NIPD DOS+48 \$63,495.00 IPD DOS+48 \$62,730.00 NIPD	\$53,764.20 April 2015 raise = \$55,865.40	\$50,102.40	\$55,681.80
Annual Wages For Top Of Pay Scale/80-hr. Month/Domestic	DOS \$51,379.20 DOS+48 \$56,160.00	\$49,401.60 April 2015 raise - \$51,379.20	\$43,891.20	\$51,206.40
Annual Wages For First Year Pay Scale/80-hr. Month/Domestic	\$22,348.80 DOS+48 \$24,442.40 FAs at step 1 on DOS will see wages increase to \$32,342.40 at DOS+48	\$21,696.00 April 2015 raise - \$22,348.80	\$20,380.80	\$20,448.00
International Override	NIPD = \$3/hour IPD = \$3.75/hour	\$1.25/hour	Separate pay scales	\$1.00/hr.
Profit Sharing	No*	Yes	Yes	Yes
Per Diem	\$2.10/hr. Domestic \$2.40/hr. International (\$2.20/hr. Domestic and \$2.50/hr. International by 1/1/19)	\$2.20 Domestic and Nontransoceanic International \$2.70 Transoceanic International	\$1.95 Domestic \$2.50 International	\$1.95/hr. for Continental US and Central America \$2.50/hr. for all other destinations
Minimum Day/Averaging	5 hr. minimum for single duty period 5 hr. average for multi-day sequence with 3 hr. minimum	4.45 hr. average; no minimum day;	5 hr. minimum for single duty period 5 hr. average for multi-day sequence with no minimum day	None
Vacation Pay	4 hrs. for 7 days or more; 3.30 for less than 7 days Note: LAA remains at trip missed pay until PBS	3.15 hrs./day	3 hrs./day; 3.15/day if FA had 936 hrs. credit in year prior	3.15 hrs./day
Vacation Accrual	<ul style="list-style-type: none"> 1-4 years: 7 days = 28 hrs. (\$651.84 - \$738.44) 5 years: 10 days = 40 hrs. (\$1,232.80) 6 years: 12 days = 48 hrs. (\$1,675.20) 7-9 years: 14 days = 56 hrs. (\$2,185.12- \$2,317.28) 10-12 years: 18 days = 72 hrs. (\$3,090.96- \$3,327.12) 13-15 years: 21 days = 84 hrs. (\$4,495.68) 16-17 years: 23 days = 92 hrs. (\$4,923.84) 18-25 years: 31 days = 124 (\$6,636.48) 26+ years: 35 days = 140 hrs. (\$7,492.80) 	<ul style="list-style-type: none"> 1-4 years: 14 days = 45.30 hours(\$1,028.30 - \$1,235.78) 5-10 years: 21 days = 68.15 hrs. (\$2,042.04 - \$2843.98) 11 years+: 28 days = 91 hrs. (\$3896.62 +) <p>If completed 18 years of service by March 31, 2006: 35 days</p>	<ul style="list-style-type: none"> 1-4 years: 12 days = 39 hrs. (\$827.97- \$957.06) 5-9 years: 19 days = 61.45 hrs. (\$1718.505- \$2520.64) 10-16 years: 26 days = 84.30 hrs. (\$3559.14 - \$3863.34) 17-24: 33 days = 107.15 hrs. (4903.47) 25+: 40 days =130 hrs. (\$5,943.60) <p>Note: Minimum 97:30/quarter for full accrual. If less than 97:30 paid hrs. in quarter, accrues 1/24th of accrual for each 16:15 paid hours. If <16:15 hrs. in quarter no accrual.</p>	<ul style="list-style-type: none"> 1-4 years: 7 days = 22.45 hrs. (\$466.15 - \$620.17) 5-9 years: 14 days = 45.3 hrs. (\$1330.88- \$1794.52) 10-17 years: 21 days = 68.15 hrs. (\$2828.28-\$3585.17) 18-24 years: 28 days = 91 hrs. (\$4780.23) 25-29 years: 35 days = 113.45 hrs. (\$5975.29) 30+ years: 37 days = 120.15 (\$6317.73) <p>Note: Must have 40+ hrs. in a month to accrue full vacation that month. 20-39:59 hrs. = 1/2 accrual. Less than 20 hrs. = no accrual.</p>
International Purser	NIPD LEAD: \$1.25 to \$6.50/hr. depending on a/c IPD: \$5.75 to \$7.50 depending on a/c	\$5.40/flight hr. for Transoceanic A position \$3.20/flight hr. for Transoceanic B, Domestic and Latin America	W/B \$6.16/hour Narrow body: \$3.96 AFT 747 Purser \$2.63	Up to \$4.60/hr. for first year as an ISM. Up to \$5.50/hr. for second year and above ISM.
Domestic Lead	\$1.25 to \$3.25 depending on a/c with all Domestic leads receiving lead pay. Transcon Purser A321T: \$4.75 777: \$5.75*	\$2.70	\$1.99 N/B \$3.96 W/B	\$1.00/hr. for a/c with 160 or less seats \$2.00 for a/c with more than 160 seats
Galley International	\$1.75/hr. 757/767/777 AFT LEAD \$1.00/hr. all other galleys	None	.97cents/hr. 747 lower/AFT/FWD	\$1.00/hr. W/B \$2.63 747 AFT LEAD
Galley Domestic	\$1.00/hr. M/C 757, W/B and A321T	None	.97cents/hr. 747lower/AFT/FWD	None
Duty Rigs	1 hr. of pay for 2 hrs. on duty	1 hr. of pay for 2 hrs. on duty	1 hr. of pay for 2 hrs. on duty	No duty rig
Trip Rigs	1 hr. of pay for every 3.5 hrs. away from base, report to release, on a trip sequence	1 hr. of pay for every 3.5 hrs. away from base, report to release, on a trip sequence	1 hr. of pay for every 3.5 hrs. away from base, report to release, on a trip sequence	1 hr. of pay for every 4 hrs. away from base, report to release, for trip sequences with 29 hrs. or greater layover
Bid Line Minimums And Maximums	70-90 hrs. with up to 5 hrs. flex (95 hours), with an annual max of 25 hours. High or low option range in PBS 40-110 hours.	Minimum 45 hours, maximum 100-105 hours	Lines of flying constructed to an average between 69 and 88 hrs.	Domestic 92:30 with 20% of lines up to 95:16 International 97:00 with 20% of lines up to 99:54
Lineholder Minimum Days Off	11 May reduce to FAR minimum	10	10	8
Reserve Minimum Days Off	12 days off (8 golden, 4 flex)	N/A	12 days off (0 golden); Reserve lines may be built with up to 4 more days off with a proportionally reduced guarantee	12 days off (4 golden, 8 moveable) May offer lines with 13-15 days off with proportionally reduced guarantee
Reserve Guarantee	75 hours	N/A	78 hours	83 hours
Sign In Time	1 hr. for NIPD 1 hr. 15 minutes for IPD* *\$3.75 International override to compensate for IPD sequence's earlier SI time	1 hr. Domestic 1 hr. 15 minutes International 1 hr. 30 minutes Transoceanic 2 hrs. for selected International destinations	All wide-bodies +757: 1 hr. 15 minutes All other a/c: 1 hour Mid-sequence All wide-bodies + 757: 1 hr. All other a/c: 45 minutes	1 hr. 15 minutes for a/c with > than 160 seats; 1 hr. for less
Boarding	Domestic: 30 minutes prior to departure for less than 165 seats; 35 minutes prior to departure for more than 165 seats International: 45 minutes for NIPD 50 minutes for IPD	Report to A/C: 1 hr. for all sign- ins of 1 hr. 30 minutes	A319/A320: 35 minutes 737/757: 45 minutes WB Domestic: 40 minutes WB International: 45 minutes	WB/757: 45 minutes N/B: 35 minutes
Duty Limitations Domestic	Scheduled max range depending on departure and number of legs in duty period from 9.15 to 13.15; Actual max from 12 hrs. to 15 hrs. depending on departure time	Scheduled max single day trip 14 hours. Multi-day 13 hours. Actual max 15 hrs. or schedule + 2 hours	Scheduled max range of 11.5 to 13 depending on departure time; Actual max 13 to 14.5 depending on departure time	14 hrs. scheduled 16 in actual for Domestic
Duty Limitations International	NIPD 14 hrs. scheduled, 16 hrs. actual max; Midrange 15 hrs. scheduled, 17 hrs. max; Long range 16 hrs. scheduled, 18 hrs. max; Extended long Range sign in + scheduled flying time + debrief scheduled, scheduled duty period+3 hrs. max	Non-transoceanic 14 hrs. single duty period, 13 hrs. multi-day. Actual max 15 hrs. or schedule + 2 hours; Transoceanic over 12 hrs. flying time 16 hrs. scheduled max; plus 3 hrs. over scheduled duty period when FA can "option off" cannot exceed 20 hours	Flight 8 hrs. or less scheduled 13 hrs. max with 15 hrs. operational max Flight more than 8 hrs. but less than 11.30 scheduled 14 max with 16 operational max Flights more than 11.30 hrs. but less than 12 scheduled 14.30 max and 16.30 operational max Flights over 12 hrs. may be scheduled to include flight time plus check-in, debriefing time and customs time and can exceed the combination by a maximum of 3:00 hours	16 hrs. scheduled 17.30 in actual operations; non-stop leg over 12 hrs. actual duty time may be exceeded by 3.30 hrs. not in excess of 19 hours
Pay for Waiving Duty Day Limitations	Domestic and International: One minute of flight pay for every 2 minutes on duty for the entire duty period International non-long range and mid-range crew that exceeds 16 hrs. paid 200% for duty period	FAs may volunteer (no pay) to remain on duty for more than 16 hrs. up to FAR maximum	International Non-Domicile Locations Company can offer to pay up to 5x hourly rate for hrs. in excess of the contractual maximum	One hr. of pay for each hr. exceeding the duty day limitation (e.g. 16.01-17.00 receives one extra hr. of flight pay)
Minimum Home Base Rest	Domestic:11 hrs. for Lineholders and 12 hrs. for Reserves International: 12 hrs. to 48 hrs. depending on flight leg	Rest following Duty Periods less than 14 hrs. is 11 hrs. reducible to 9 hrs. Following duty periods greater than 14 hrs. is 14 hrs. rest reducible to 12 hrs. Ultra Long Range rest is 30 hrs. reducible to 20 hrs.	10 hrs. free of duty for Lineholders; 12 hrs. for Reserves; Lineholder may reduce to 9; International Lineholder from 10 to 36 hrs. depending on flight leg; International Reserves from 12-48 hrs. depending on flight leg	10 hrs. for Lineholders; 11 hrs. Reserves; actual rest can be reduced to 9 block in to block out
Contract Violation Of Scheduling, Hours Of Service, Foreign Language Speaker, International Or Reserve Sections	150% pay, 100% credit, for the entire sequence	None	None	None
Location Delay Incentive	IPD flights delayed departure for more than 10 hrs. FAs paid 5 hrs. of pay and credit including all premiums in addition to the value of the trip. Once the delay is greater than 24 hrs. and additional 5 hrs. will be paid and apply for each additional 24 hr. delay	N/A	N/A	N/A
Flight Limitations	30 in 7 scheduled for Lineholders in PBS or TTS; 35 in 7 for Reserves and Lineholders in actual operation; Domestic: 8.59 duty aloft/duty period except for sequences scheduled within a 14 hr. single duty period with 2 live segments	24 in 7 FAR 3 calendar days within 9 days. May be waived	35 hrs. in 7 days for Domestic schedules and Reserves flying a mix of INTL and DOM; 8.30 in 24 hrs. for Domestic sequences	
Call Out No Fly	3 hours	\$10.80	2 hours	2 hours
Critical coverage	150% pay red flag pairings	Critical Staffing 4 hrs. over sequence value	Paid 1-1/2 x rate of pay	150% pay white flag pairings
Union Flight Pay Loss	350 hrs./month of flight pay loss	No union	425 hrs./month. With 340 hrs. to the MEC plus 85 hrs. to the locals	Company assumes flight pay loss of 10 hrs./month for every 100 FAs

*Profit Sharing converted to fixed wages
Visit www.apfa.org/negotiations for more information

