

**SECTION 3 - COMPENSATION**

- A. Effective the first day of the bid month following Date of Signing (DOS), a Flight Attendant on the payroll as a Flight Attendant shall be paid hourly rates as follows for all credited hours:

Years of Service	Effective Date				
	1/1/15	1/1/16	1/1/17	1/1/18	1/1/19
1st Year	\$24.18	\$24.67	\$25.16	\$25.66	\$26.43
2nd Year	\$25.65	\$26.16	\$26.68	\$27.22	\$28.03
3rd Year	\$27.29	\$27.83	\$28.39	\$28.96	\$29.82
4th Year	\$29.06	\$29.64	\$30.24	\$30.84	\$31.77
5th Year	\$32.01	\$32.65	\$33.31	\$33.97	\$34.99
6th Year	\$36.25	\$36.98	\$37.72	\$38.47	\$39.62
7th Year	\$40.53	\$41.34	\$42.17	\$43.01	\$44.30
8th Year	\$41.83	\$42.66	\$43.52	\$44.39	\$45.72
9th Year	\$42.98	\$43.84	\$44.72	\$45.61	\$46.98
10th Year	\$44.59	\$45.48	\$46.39	\$47.32	\$48.74
11th Year	\$45.82	\$46.73	\$47.67	\$48.62	\$50.08
12th Year	\$48.00	\$48.96	\$49.94	\$50.94	\$52.47
13th Year	\$55.58	\$56.69	\$57.82	\$58.98	\$60.75

**B. MINIMUM MONTHLY GUARANTEES**

1. Each Lineholder shall receive a seventy-one (71) hour guarantee at her/his hourly rate.
2. A Lineholder who voluntarily gives up a sequence(s) through the provisions of the Electronic Trade Board (ETB) or the Trip Trade System (TTS) to reduce her/his credited hours below seventy-one (71) hours shall have her/his applicable guarantee reduced accordingly.
3. Each Reserve shall receive a seventy-five (75) hour guarantee at her/his hourly rate.
4. A Flight Attendant who is in active service for less than one (1) full month shall have her/his minimum guarantee prorated as follows:

(Minimum Guarantee) ÷ (total number of days in the bid month) x the number of days on active status = Prorated Guarantee.

75 ÷ 30 day month = 2.5     75 ÷ 31 day month = 2.42

**C. PURSER, LEAD, AFT AND GALLEY POSITION PREMIUM PAY**

Aircraft Type	DOMESTIC				INTERNATIONAL			
	Lead	Purser	Aft	Galley	NIPD Lead	IPD Purser	Aft	Galley
E190	\$1.25				\$1.25			
B737-800/900	\$2.50				\$2.50			
A319/A320	\$2.50				\$2.50			
MD80	\$2.50				\$2.50			
A321	\$3.25				\$3.25			
A321T	\$3.25	\$4.75*		\$1.00**				
B757	\$2.75		\$1.00		\$3.75	\$5.75	\$1.75	
B767	\$3.25			\$1.00**	\$6.50	\$7.50	\$1.75	\$1.00
B777	\$3.25	\$5.75*		\$1.00**	\$6.50	\$7.50		\$1.00**
B787	\$3.25		\$1.00		\$6.50	\$7.50		\$1.00**
A330	\$3.25		\$1.00		\$6.50	\$7.50	\$1.75	\$1.00
A350	\$3.25		\$1.00		\$6.50	\$7.50		\$1.00**

NOTE: Rates shown are per hour.

All Purser positions require a Purser qualification.

\*3-class Transcon only (if non-qualified Purser, premium rate is \$3.75)

\*\* One (1) Galley position per class of service, i.e., three (3) class of service – three (3) Galley positions, two (2) class of service – two (2) Galley positions

**D. HOLDING TIME**

1. A Flight Attendant may be required to remain on duty with passengers on the aircraft at originating, intermediate, and terminating stations. Such required time on duty shall be considered “holding time” and shall not be considered as flight time for the purpose of flight time limitations.
2. At originating and intermediate stations when the ground time exceeds the scheduled ground time by thirty (30) minutes, a Flight Attendant shall receive seven dollars (\$7.00) per hour or fraction thereof, for all time spent with passengers, excluding ground time.
3. At crew change stations when required to remain with passengers while waiting for replacements beyond forty-five (45) minutes, a Flight Attendant shall receive seven dollars (\$7.00) per hour or fraction thereof.

Holding Time Examples:

Example 1)

Originating flight/originating crew scheduled departure - 0700; actual departure - 0735. A :35 minute holding claim is applicable. The Flight Attendant would receive seven dollars (\$7.00) of ground holding pay.

Example 2)

Through flight/through crew (no posted delay). Scheduled arrival - 0630; actual arrival - 0700; scheduled departure - 0715; actual departure - 0730. No holding claim results from

this example; however, if the actual departure time would have been 0746 then a :31 minute holding claim would have resulted.

Example 3)

Through flight/through crew (posted delay). Actual arrival - 0700; posted delay in departure time - 0720; actual departure - 0751. A :31 minute holding claim is applicable, i.e., holding pay is triggered :31 minutes after the posted departure. The Flight Attendant would receive seven dollars (\$7.00) of ground-holding pay.

Example 4)

Through flight/crew change (assuming late arrival of inbound flight). Holding claim triggered :31 minutes after the posted departure. The Flight Attendant would receive seven dollars (\$7.00) of ground-holding pay.

Example 5)

Originating flight/originating crew scheduled departure – 0700; actual departure – 0805. A 1:05 minute holding claim is applicable. The Flight Attendant would receive two (2) hours of ground holding pay. The Flight attendant would receive fourteen dollars (\$14.00) of ground-holding pay.

**E. UNDERSTAFFING PAY**

Should a flight be dispatched with fewer than the number of Flight Attendants required by the staffing parameters in Scheduling, Section 10, each Flight Attendant working the flight will be compensated at the rate of ten dollars and fifty cents (\$10.50) per credited hour, prorated to the nearest minute. In addition, the Flight Attendants operating these flights/sequences may use expedited service procedures.

**F. INTERNATIONAL PAY**

1. A Flight Attendant on an International Premium Destination (IPD) sequence will receive International Pay for all operating or deadheading segments scheduled in such sequence.
2. A Flight Attendant will be paid three dollars (\$3.00) for each hour or fraction thereof flown, prorated to the nearest minute, on Non-International Premium Destination (NIPD) flights.
3. A Flight Attendant will be paid three dollars and seventy-five cents (\$3.75) for each hour or fraction thereof flown, prorated to the nearest minute, on IPD sequences.

**G. JURY DUTY PAY**

1. If a Jury Duty summons is submitted to the Company before the PBS awards are final, a planned absence will be added for the day the Flight Attendant must appear/call in for jury duty and the following day. The Flight Attendant will receive a daily credit at the rate of four (4) hours and fifteen (15) minutes pay and credit per day.
2. If a jury duty summons is submitted to the Company after PBS awards are final and such jury duty assignment conflicts with a scheduled sequence, training day or day of availability, the Flight Attendant will be paid at the daily rate for the day scheduled to appear/call in for jury duty and the following day.
3. If the Flight Attendant is required to remain on call or is required to report for jury duty and the Flight Attendant is on duty or has a sequence conflict, the Flight Attendant will be paid

the daily credit for each day of the jury duty obligation. If a Flight Attendant is released from jury duty after 1200, she/he shall be eligible for pay protection at the daily rate for the following day (assuming the sequence that was given up was operated on such date) but not thereafter.

4. A Lineholder who is serving on jury duty for a full month will be paid to her/his applicable monthly maximum. A Reserve serving on jury duty for a full month will be paid on the basis of sequences missed as described above. In no case would such Reserve be paid and credited less than her/his applicable monthly guarantee, and in no case more than her/his applicable monthly maximum.
5. If, through any combination of a Flight Attendant's scheduled duty with the Company and jury duty, she/he is not provided with at least one (1) calendar day off in seven (7), such Flight Attendant shall have the right to move her/his scheduled day(s) off as necessary to provide the required minimum one (1) day off.

#### **H. DRUG TESTING**

A Flight Attendant will be paid fifteen dollars (\$15.00) for each random drug or alcohol test she/he is required to undergo after her/his release from duty. There will be no credit associated with the test or the payment.

#### **I. FOREIGN LANGUAGE SPEAKER PREMIUM PAY**

1. A Speaker will be paid at two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any flight segment requiring her/his language skills. The Speaker premium will apply to all hours on deadhead flights.
2. International premium of three dollars (\$3.00) or three dollars and seventy-five cents (\$3.75) per hour, as applicable, in addition to the Speaker premium of two dollars (\$2.00) per hour, shall apply to International segments for which the Flight Attendant's language skills are required.
3. A Speaker, qualified in the language specified for the required Speaker positions on a flight segment, who is on the flight but not filling a required Speaker position, will be paid two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any segment matching her/his language skills.

#### **J. HOLIDAY PAY**

In addition to all other compensation, a Flight Attendant working on a sequence or serving Reserve Standby duty, which touches a "Compensated Holiday", i.e., Thanksgiving Day, December 25<sup>th</sup> (Christmas Day) and/or January 1<sup>st</sup> (New Year's Day), shall be paid seventy-five dollars (\$75.00) per holiday.

#### **K. PREMIUMS FOR PAID TIME OFF**

Flight Attendants who are on sick leave, bereavement leave, settling days or jury duty are not entitled to Purser, Lead, Aft, Galley, Speaker, CRAF or International premiums. Flight Attendants will receive each applicable Purser, Lead, Aft, Galley, Speaker, CRAF and International pay premium for vacation hours only if the credit hours in her/his primary line or PBS award, as applicable, are inclusive of one hundred percent (100%) of any single premium(s), e.g., 100% Speaker, 100% Lead, 100% Aft, etc.

## **L. ATC HOLD/ACTUAL "OUT" TIME (CODE 59)**

### **1. Pay and Credit for Delayed Engine Start**

When the captain elects to delay starting engines due to quoted takeoff delays, flight time, at the option of the captain, will be considered to begin at the time the aircraft would normally have departed. Such delay time is not included in block hour limitations as defined in Hours of Service, Section 11; however, it shall apply for pay and credit purposes and monthly credited time. Pay and credit under this provision shall not run concurrently with the holding time compensation as provided in Paragraph D.

### **2. Actual "Out" Time (Code 59)**

In the following delay situations, flight time pay and credit for affected Flight Attendants will begin prior to the actual out time based on the time established by the Captain as provided herein, and the affected Flight Attendants will receive the greater of the scheduled block-to-block time or the delay time plus actual block time. In addition, such delay time will not be included in the block hour calculations as provided in Hours of Service, Section 11, nor will flight time pay and credit as defined below, run concurrently with any holding time or ground time compensations as provided in Paragraph D.

- a. In the event of a delay at the gate awaiting pushback, powerback or taxi out due to airport congestion caused by other aircraft or vehicular traffic, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.
- b. In the event of a delay at the gate caused by the de-icing of the aircraft performed at the gate, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.
- c. In the event maintenance is performed on the aircraft after departure from the gate but prior to take-off, and thereafter take-off is performed without returning to the gate, flight time pay and credit will begin from the original time of departure from the gate, including the time spent while having maintenance performed. In addition, in the event the aircraft taxis or is towed from the gate to have maintenance performed and thereafter performs a take-off without returning to a gate, flight time pay and credit will begin from the original time of taxi or tow from the gate, including the time spent while having maintenance performed.
- d. In the event of a delay at the gate awaiting pushback, powerback or taxi out due to congestion with deicing operations off the gate, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.

## **M. DIVERSION PAY**

When a flight is diverted and the aircraft is not blocked in at a gate, and/or passenger egress is prohibited, each Flight Attendant shall receive full flight time pay and credit for all such time on board. Such flight time will not be included in the block hour calculation as provided in Hours of Service, Section 11, nor will flight time pay and credit run concurrently with any holding time or ground time compensation as provided in Paragraph D.

#### **N. MONTHLY METHOD OF PAY**

1. Flight Attendants shall be paid semimonthly (twenty-four (24) pay checks per year) on the fifteenth (15<sup>th</sup>) and thirtieth (30<sup>th</sup>) of each month except as specified in Paragraph O.3.
2. A Flight Attendants' pay on the thirtieth (30<sup>th</sup>) of the month shall be equal to thirty-seven and one-half (37.5) hours (one-half of Reserve Guarantee). The balance of pay due will be paid on the fifteenth (15<sup>th</sup>) of the following month.
3. If the thirtieth (30<sup>th</sup>) pay date falls on a weekend or a banking holiday, the pay date will become the preceding business day. If the fifteenth (15<sup>th</sup>) falls on a weekend or banking holiday, the pay date will become the following business day.
4. Provided the Company continues to distribute Flight Attendant paychecks, pay advices and payroll summaries via the U.S. Mail, a reasonable effort will be made to place such documents into the mail system within three (3) days prior to the applicable pay date. Upon an employee's request, a stop payment will be placed for any check not received by the third business day following the pay date. A replacement check or pay card will be issued within forty-eight (48) hours of a stop payment request
5. A Flight Attendant may, upon completion of the proper forms provided by the Company, elect to receive her/his pay through pay card or direct deposit to the financial institution of her/his choice (subject to such financial institution being capable of receiving direct deposit).
6. The Company reserves the right to mandate electronic pay stubs, pay summaries, direct deposit, pay cards and W-2s in those states which allow any or all options. Should pay stubs and summaries be issued electronically, the Company will provide twelve (12) months of history provided the system allows for the retention of data for twelve (12) months.
7. The Company shall make payroll deductions consistent with the applicable law and the provisions of Paragraph P.

#### **O. PAY DISCREPANCIES**

1. When there is a shortage equivalent to two (2) hours of pay or less in a Flight Attendant's paycheck, such amount shall be added to her/his next check once the matter is resolved.
2. When there is a shortage equivalent to more than two (2) hours of pay but not exceeding five (5) hours of pay, such amount shall be issued through a special check, if requested, and mailed to the Flight Attendant by U.S. Mail, within five (5) days following resolution of the matter. Upon request, the Flight Attendant may make arrangements to pick up a payroll card at a crew base or a check at the Corporate payroll office.
3. When there is a shortage exceeding five (5) hours of pay in a Flight Attendant's paycheck, and once such matter has been resolved, a special check or pay card will be issued if requested, and forwarded to the Flight Attendant by overnight mail, except where the shortage is due to the Flight Attendant's negligence or mistake. Upon request, the Flight Attendant may make arrangements to pick up a payroll card at a crew base or a check at the Corporate payroll office.
4. Paragraph O.3 shall not apply to payroll irregularities of a system or crew base nature involving multiple employees; however, in such circumstances, the Company will make every reasonable effort to expedite the necessary corrective action.

**P. OVERPAYMENTS**

1. If a Flight Attendant is overpaid, her/his options shall be one of the following:
    - a. A new check shall be written immediately, or as soon as practicable, unless the Flight Attendant already cashed the paycheck.
    - b. Reimburse the Company the total amount that she/he was overpaid.
    - c. Reimburse the Company through payroll deductions spread equally over two (2) months for overpayments less than or equal to two hundred and fifty dollars (\$250.00) and over four (4) months for overpayments greater than two hundred and fifty dollars (\$250.00).
  2. Upon request of the Flight Attendant, the Company shall meet with her/him and review the payroll records substantiating the overpayment.
- Q. Flight Attendants shall be transitioned to the payroll schedule specified in this Section. Such Flight Attendants will be given a minimum of ninety days' notice prior to the bid month of the transition. The Company and the Union will meet and discuss an orderly process for the payroll transition.