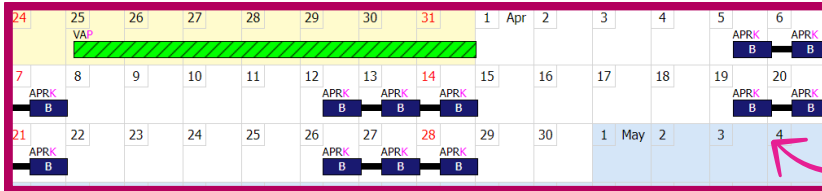




Reserve Guarantee Increase

TA2024 increases the Reserve daily guarantee to match our pairing Average Daily Guarantee (ADG), making it a guarantee of 6.5 TFP per day. This means on May 1, 2024, if TA2024 is ratified, Reserve Flight Attendants will not just get a pay rate increase... but a monthly guarantee pay increase as well!



CURRENT MONTHLY RESERVE GUARANTEE
12 days of assigned Reserve x 6.0 TFP = 72 TFP

| APR24 | Original | Projected | Variance |
|---------|----------|-----------|----------|
| Credit: | 72.00 | 72.00 | 0.00 |
| Block: | 269.00 | 0.00 | -269.00 |

TA2024 MONTHLY RESERVE GUARANTEE
12 days of assigned Reserve x 6.5 TFP = 78 TFP

“An additional 6 TFP for 12 days of originally assigned Reserve sounds great, but what does that look like in dollars and cents?”

Currently, all awarded Reserve bid lines must pay at least 72 TFP, which is based on 12 days of Reserve. With the increase of the Reserve daily guarantee to 6.5 TFP, the new minimum monthly Reserve guarantee will become 78 TFP, an automatic increase of at least 6 TFP for an awarded Reserve bid line.

NOTE: The pay increase would be more if you are awarded a Reserve bid line with more than 12 days. Remember that this monthly compensation increase is automatic and does not require working additional days!

| | Rate of Pay | Monthly Guarantee Increase | Monthly Actual Pay Increase |
|-------------|-------------|----------------------------|-----------------------------|
| 0-6 Months | \$30.75 | x 6 TFP | \$184.50 |
| 7-12 Months | \$31.14 | x 6 TFP | \$186.84 |
| Step 1 | \$34.14 | x 6 TFP | \$204.84 |
| Step 2 | \$36.61 | x 6 TFP | \$219.66 |
| Step 3 | \$39.60 | x 6 TFP | \$237.60 |
| Step 4 | \$42.83 | x 6 TFP | \$256.98 |
| Step 5 | \$48.83 | x 6 TFP | \$292.98 |
| Step 6 | \$51.61 | x 6 TFP | \$309.66 |
| Step 7 | \$54.24 | x 6 TFP | \$325.44 |
| Step 8 | \$57.47 | x 6 TFP | \$344.82 |
| Step 9 | \$60.83 | x 6 TFP | \$364.98 |
| Step 10 | \$63.93 | x 6 TFP | \$383.58 |
| Step 11 | \$68.44 | x 6 TFP | \$410.64 |
| Step 12 | \$73.20 | x 6 TFP | \$439.20 |
| Step 13 | \$77.43 | x 6 TFP | \$464.58 |