

ARTICLE 22

EXPENSES

1. PER DIEM

Domestic Per diem was increased by over 23% as of 2/1/24 with guaranteed 2.5% increases every year through 2028. This also gives us parity with the pilots which match the industry leading rates set by the United pilots.

A. Domestic Per Diem

A Flight Attendant shall receive an hourly per-diem allowance for each hour she/he is away from her/his domicile, starting at the time of required check-in and ending thirty (30) minutes after arrival of her/his last trip in her/his sequence. This per-diem is designated as compensation for meals. The per diem will be as follows:

Pairings originating on or after February 1, 2024; \$2.90 per hour.

On January 1, 2025 and each year thereafter, the per diem rate will be increased by two and one-half percent (2.5%), rounded to the nearest cent as represented in the table below.

Pairing originating on or after 1/1/2025	\$2.97 per Hour
Pairing originating on or after 1/1/2026	\$3.04 per Hour
Pairing originating on or after 1/1/2027	\$3.12 per Hour
Pairing originating on or after 1/1/2028	\$3.20 per Hour

International Per diem was increased by 21% as of 2/1/24 with guaranteed 2.5% increases every year through 2028. This also gives us parity with the pilots which match the industry leading rates set by the United pilots.

B. International Per Diem

The International Per Diem will apply beginning at the report time of the duty period containing International flying and will continue until the termination of the pairing, including deadheads. The per diem will be as follows:

Pairings originating on or after February 1, 2024; \$3.45 per hour.

On January 1, 2025 and each year thereafter, the per diem rate will be increased by two and one-half percent (2.5%), rounded to the nearest cent as represented in the table below.

Pairing originating on or after 1/1/2025	\$3.54 per Hour
Pairing originating on or after 1/1/2026	\$3.63 per Hour
Pairing originating on or after 1/1/2027	\$3.72 per Hour
Pairing originating on or after 1/1/2028	\$3.81 per Hour

This is a benefit gained that began on 1/23/24 due to our “me-too” clause with the pilots.

C. Additional Per Diem

In lieu of providing crew meals (excluding international turns), the Company will provide an additional per diem of twenty dollars (\$20) for each flight with a scheduled block time of four (4) hours or longer. Flight Attendants on scheduled deadheads will be eligible for the additional per diem.

This additional per diem will be applied to pairing beginning on or after January 23, 2024.

- D. If the Pilot bargaining unit is paid a greater per diem hourly rate than is provided herein, the Flight Attendants will receive that greater rate at the same time.

Most of the language that was previously located here was moved into the new Article 36 Hotels and Transportation.

2. **HOTELS AND TRANSPORTATION**

- A. The Company will pay directly for any hotel rooms and local transportation required, as set forth in Article 35.

- B. Expenses related to RON Hotel Transportation Delays (see Article 8.4 of this Agreement) will be paid as set forth in Article 35.

3. **PASSPORTS**

When required for the performance of her/his job duties, the Company will reimburse a Flight Attendant for the cost of passports, passport renewal, passport photos, visas and the charge for expediting service when required. Flight Attendants shall assist and cooperate in the process. Any other associated expenses will be reviewed on an individual basis.

4. **INOCULATIONS**

The Company will pay for the cost of inoculations recommended by an appropriate United States governmental agency when required for any destination served by the Company.

5. **CREW MEALS**

- A. During the term of this Contract, if the Pilot bargaining unit is provided crew meals, Flight Attendants will be provided crew meals under the same conditions.

This language was added to ensure food availability at international stations as there was previously no guarantee.

- B. Unless the Union agrees to an alternative solution, crew meals will be provided to non-RON crews at international stations where food is inaccessible due to policies or local regulations or at any location that would require a crew member to clear customs. Crew meals will be time appropriate and nutritiously balanced.

We have codified the Company's recent enterprise-wide paid-parking program, in addition to their allowance of \$60 paid for commuters who can't use Company-provided parking.

6. **AIRPORT PARKING**

The Company will pay the incurred costs of parking for all active Flight Attendants, not on a continuous leave of absence of more than thirty (30) days, at Company authorized/designated location(s) in a domicile city or satellite base. A Flight Attendant may elect to be reimbursed up to \$60.00 per month for parking at a location not designated by the Company. Costs to pay for parking at a location not designated by the Company may be reimbursed monthly through the existing

reimbursement process. The Company will review the reimbursement rate annually.

Costs for lost/replacement placards, stickers, or fobs (or the like), and/or any fines or fees resulting from violations of applicable rules, laws, or ordinances related to parking, will be the responsibility of the Flight Attendant. However, Flight Attendants will not be responsible for the costs/fees associated with a replacement placard, sticker or fob that is defective or needs to be replaced due to normal wear and tear.