



# Additional Pay Info

We can all look at a pay chart and see the money increase with the 22.325% pay rate increase. **But what does that look like for our paychecks if we work the exact same TFP on May 1, 2024 that we work today?**

## 78 TFP - Minimum Monthly Reserve Guarantee

In our current CBA, the Minimum Monthly Reserve Guarantee is 72 TFP (12 days x 6 TFP = 72 TFP). TA2024 increases the average daily Reserve compensation to 6.5 TFP per day, which makes the Minimum Monthly Reserve Guarantee 78 TFP (12 days x 6.5 TFP = 78 TFP). This increase does NOT require a Reserve Flight Attendant to pick up any extra days of flying... it's an automatic increase because of the average daily minimum being raised.

	RATE OF PAY (Current Contract)	72 TFP	RATE OF PAY (TA2024)	78 TFP	DIFFERENCE per MONTH	DIFFERENCE ANNUALLY
0-6 Months	\$25.14	\$1810.08	\$30.75	\$2398.50	+ \$588.42	+ \$7061.04
7-12 Months	\$25.46	\$1833.12	\$31.14	\$2428.92	+ \$595.80	+ \$7149.60
Step 1	\$27.91	\$2009.52	\$34.14	\$2662.92	+ \$653.40	+ \$7840.80
Step 2	\$29.93	\$2154.96	\$36.61	\$2855.58	+ \$700.62	+ \$8407.44
Step 3	\$32.37	\$2330.64	\$39.60	\$3088.80	+ \$758.16	+ \$9097.92
Step 4	\$35.01	\$2520.72	\$42.83	\$3340.74	+ \$820.02	+ \$9840.24
Step 5	\$39.92	\$2874.24	\$48.83	\$3808.74	+ \$934.50	+ \$11214.00
Step 6	\$42.19	\$3037.68	\$51.61	\$4025.58	+ \$987.90	+ \$11854.80
Step 7	\$44.34	\$3192.48	\$54.24	\$4230.72	+ \$1038.24	+ \$12458.88
Step 8	\$46.98	\$3382.56	\$57.47	\$4482.66	+ \$1100.10	+ \$13201.20
Step 9	\$49.73	\$3580.56	\$60.83	\$4744.74	+ \$1164.18	+ \$13970.16
Step 10	\$52.26	\$3762.72	\$63.93	\$4986.54	+ \$1223.82	+ \$14685.84
Step 11	\$55.95	\$4028.40	\$68.44	\$5338.32	+ \$1309.92	+ \$15719.04
Step 12	\$59.84	\$4308.48	\$73.20	\$5709.60	+ \$1401.12	+ \$16813.44
Step 13	\$63.30	\$4557.60	\$77.43	\$6039.54	+ \$1481.94	+ \$17783.28
25 Years +	\$64.80	\$4665.60	\$78.93	\$6156.54	+ \$1490.94	+ \$17891.28

\*\*\* The calculations from our Monthly Reserve Guarantee are for originally built On-Call Bid Lines for our Secondary Bid Packet. When Crew Planning builds those lines for us to bid on, they currently cannot build an On-Call Bid Line that pays less than 72 TFP. With TA2024, that minimum guarantee has increased to 78 TFP. \*\*\*

**Keep in Mind: This chart shows compensation totals based solely on TFP.**



# Additional Pay Info

## 80 TFP - Minimum Monthly Lineholder Guarantee

In our current CBA, the Minimum Monthly Lineholder Guarantee is 80 TFP. This means that Crew Planning cannot construct a Lineholder Bid Line for Primary Bidding that does not pay at least 80 TFP. Most recently, during COVID, we saw that our monthly awarded line pay needed to be adjusted because our Lineholder bid lines didn't pay the minimum monthly guarantee. If that were to happen with the TA2024 pay rate increases, what would that mean for our pocketbooks?

	RATE OF PAY (Current Contract)	80 TFP	RATE OF PAY (TA2024)	80 TFP	DIFFERENCE per MONTH	DIFFERENCE ANNUALLY
0-6 Months	\$25.14	\$2011.20	\$30.75	\$2460.00	+ \$448.80	+ \$5385.60
7-12 Months	\$25.46	\$2036.80	\$31.14	\$2491.20	+ \$454.40	+ \$5452.80
Step 1	\$27.91	\$2232.80	\$34.14	\$2731.20	+ \$498.40	+ \$5980.80
Step 2	\$29.93	\$2394.40	\$36.61	\$2928.80	+ \$534.40	+ \$6412.80
Step 3	\$32.37	\$2589.60	\$39.60	\$3168.00	+ \$578.40	+ \$6940.80
Step 4	\$35.01	\$2800.80	\$42.83	\$3426.40	+ \$625.60	+ \$7507.20
Step 5	\$39.92	\$3193.60	\$48.83	\$3906.40	+ \$712.80	+ \$8553.60
Step 6	\$42.19	\$3375.20	\$51.61	\$4128.80	+ \$753.60	+ \$9043.20
Step 7	\$44.34	\$3547.20	\$54.24	\$4339.20	+ \$792.00	+ \$9504.00
Step 8	\$46.98	\$3758.40	\$57.47	\$4597.60	+ \$839.20	+ \$10070.40
Step 9	\$49.73	\$3978.40	\$60.83	\$4866.40	+ \$888.00	+ \$10656.00
Step 10	\$52.26	\$4180.80	\$63.93	\$5114.40	+ \$933.60	+ \$11203.20
Step 11	\$55.95	\$4476.00	\$68.44	\$5475.20	+ \$999.20	+ \$11990.40
Step 12	\$59.84	\$4787.20	\$73.20	\$5856.00	+ \$1068.80	+ \$12825.60
Step 13	\$63.30	\$5064.00	\$77.43	\$6194.40	+ \$1130.40	+ \$13564.80
25 Years +	\$64.80	\$5184.00	\$78.93	\$6314.40	+ \$1130.40	+ \$13564.80

\*\*\* The calculations from our Monthly Lineholder Guarantee are for originally built Primary Bid Lines. When Crew Planning builds those lines for us to bid on, they currently cannot build a Lineholder bid line that pays less than 80 TFP. If they do build a Primary Bid Line that pays less than the monthly minimum of 80 TFP, the Flight Attendant's pay will be adjusted to ensure the minimum is met. \*\*\*

**Keep in Mind:** This chart shows compensation totals based solely on TFP.



# Additional Pay Info

## 100 TFP per Month

Many of our Flight Attendants work more than their awarded bid line. What does it look like if a Flight Attendant normally works 100 TFP today (with our current CBA) and how much could they expect their paychecks to increase with the same number of TFP if TA2024 is ratified?

	RATE OF PAY (Current Contract)	100 TFP	RATE OF PAY (TA2024)	100 TFP	DIFFERENCE per MONTH	DIFFERENCE ANNUALLY
0-6 Months	\$25.14	\$2514.00	\$30.75	\$3075.00	+ \$561.00	+ \$6732.00
7-12 Months	\$25.46	\$2546.00	\$31.14	\$3114.00	+ \$568.00	+ \$6816.00
Step 1	\$27.91	\$2791.00	\$34.14	\$3414.00	+ \$623.00	+ \$7476.00
Step 2	\$29.93	\$2993.00	\$36.61	\$3661.00	+ \$668.00	+ \$8016.00
Step 3	\$32.37	\$3237.00	\$39.60	\$3960.00	+ \$723.00	+ \$8676.00
Step 4	\$35.01	\$3501.00	\$42.83	\$4283.00	+ \$782.00	+ \$9384.00
Step 5	\$39.92	\$3992.00	\$48.83	\$4883.00	+ \$891.00	+ \$10692.00
Step 6	\$42.19	\$4219.00	\$51.61	\$5161.00	+ \$942.00	+ \$11304.00
Step 7	\$44.34	\$4434.00	\$54.24	\$5424.00	+ \$990.00	+ \$11880.00
Step 8	\$46.98	\$4698.00	\$57.47	\$5747.00	+ \$1049.00	+ \$12588.00
Step 9	\$49.73	\$4973.00	\$60.83	\$6083.00	+ \$1110.00	+ \$13320.00
Step 10	\$52.26	\$5226.00	\$63.93	\$6393.00	+ \$1167.00	+ \$14004.00
Step 11	\$55.95	\$5595.00	\$68.44	\$6844.00	+ \$1249.00	+ \$14988.00
Step 12	\$59.84	\$5984.00	\$73.20	\$7320.00	+ \$1336.00	+ \$16032.00
Step 13	\$63.30	\$6330.00	\$77.43	\$7743.00	+ \$1413.00	+ \$16956.00
25 Years +	\$64.80	\$6480.00	\$78.93	\$7893.00	+ \$1413.00	+ \$16956.00

\*\*\* Many of our Flight Attendants work way more than 100 TFP with VJA, premiums, and just picking up from Open Time or other Flight Attendants to supplement their income. It's important to look at how the pay rate increases in TA2024 will directly impact your bank balance for working the exact same number of TFP as you do today. \*\*\*

**Keep in Mind:** This chart shows compensation totals based solely on TFP.



# Additional Pay Info

## 120 TFP per Month

Many of our Flight Attendants work “smarter, not harder” by using VJA, vacation max pay, premiums, and our unlimited TT/GA to pick up for additional flying. How much would your paycheck increase from working 120 TFP today compared to 120 TFP on May 1, 2024 if TA2024 is ratified?

	RATE OF PAY (Current Contract)	120 TFP	RATE OF PAY (TA2024)	120 TFP	DIFFERENCE per MONTH	DIFFERENCE ANNUALLY
0-6 Months	\$25.14	\$3016.80	\$30.75	\$3690.00	+ \$673.20	+ \$8078.40
7-12 Months	\$25.46	\$3055.20	\$31.14	\$3736.80	+ \$681.60	+ \$8179.20
Step 1	\$27.91	\$3349.20	\$34.14	\$4096.80	+ \$747.60	+ \$8971.20
Step 2	\$29.93	\$3591.60	\$36.61	\$4393.20	+ \$801.60	+ \$9619.20
Step 3	\$32.37	\$3884.40	\$39.60	\$4752.00	+ \$867.60	+ \$10411.20
Step 4	\$35.01	\$4201.20	\$42.83	\$5139.60	+ \$938.40	+ \$11260.80
Step 5	\$39.92	\$4790.40	\$48.83	\$5859.60	+ \$1069.20	+ \$12830.40
Step 6	\$42.19	\$5062.80	\$51.61	\$6193.20	+ \$1130.40	+ \$13564.80
Step 7	\$44.34	\$5320.80	\$54.24	\$6508.80	+ \$1188.80	+ \$14265.60
Step 8	\$46.98	\$5637.60	\$57.47	\$6896.40	+ \$1258.80	+ \$15105.60
Step 9	\$49.73	\$5967.60	\$60.83	\$7299.60	+ \$1332.00	+ \$15984.00
Step 10	\$52.26	\$6271.20	\$63.93	\$7671.60	+ \$1400.40	+ \$16804.80
Step 11	\$55.95	\$6714.00	\$68.44	\$8212.80	+ \$1498.80	+ \$17985.60
Step 12	\$59.84	\$7180.80	\$73.20	\$8784.00	+ \$1603.20	+ \$19238.40
Step 13	\$63.30	\$7596.00	\$77.43	\$9291.60	+ \$1695.60	+ \$20347.20
25 Years +	\$64.80	\$7776.00	\$78.93	\$9471.60	+ \$1695.60	+ \$20347.20

**Keep in Mind:** This chart shows compensation totals based solely on TFP.



# Additional Pay Info

## Voluntary Junior Available (VJA)

Working smarter not harder is a phrase often used by those who utilize our ability to fly for 1.5x during the automatic overlap VJA days each month (first and last three days of a bid month). How would VJA pay be improved with the TA2024 raises starting on May 1, 2024 if ratified?

	RATE OF PAY (Current Contract)	VJA (1.5x)	VJA RATE OF PAY	RATE OF PAY (TA2024)	VJA (1.5x)	VJA RATE OF PAY
0-6 Months	\$25.14	x 1.5	\$37.71	\$30.75	x 1.5	\$46.13
7-12 Months	\$25.46	x 1.5	\$38.19	\$31.14	x 1.5	\$46.71
Step 1	\$27.91	x 1.5	\$41.87	\$34.14	x 1.5	\$51.21
Step 2	\$29.93	x 1.5	\$44.90	\$36.61	x 1.5	\$54.92
Step 3	\$32.37	x 1.5	\$48.56	\$39.60	x 1.5	\$59.40
Step 4	\$35.01	x 1.5	\$52.52	\$42.83	x 1.5	\$64.25
Step 5	\$39.92	x 1.5	\$59.88	\$48.83	x 1.5	\$73.25
Step 6	\$42.19	x 1.5	\$63.29	\$51.61	x 1.5	\$77.42
Step 7	\$44.34	x 1.5	\$66.51	\$54.24	x 1.5	\$81.36
Step 8	\$46.98	x 1.5	\$70.41	\$57.47	x 1.5	\$86.21
Step 9	\$49.73	x 1.5	\$74.60	\$60.83	x 1.5	\$91.25
Step 10	\$52.26	x 1.5	\$78.39	\$63.93	x 1.5	\$95.90
Step 11	\$55.95	x 1.5	\$83.93	\$68.44	x 1.5	\$102.66
Step 12	\$59.84	x 1.5	\$89.76	\$73.20	x 1.5	\$109.80
Step 13	\$63.30	x 1.5	\$94.95	\$77.43	x 1.5	\$116.15